

October 6, 2008

DEANS, DIRECTORS, DEPARTMENT CHAIRS:

I am providing updated information on salary changes which have been issued to date by the Office of the President for selected academic titles to be effective October 1, 2008.

Academic employees covered by the Non-Senate Instructional Unit (Unit 18):

Pursuant to Article 21 of the MOU between the University and the American Federation of Teachers, new salary scales reflect the contractually prescribed minimum 3.0% increase, effective October 1, 2008. In the event that the Office of the President announces a COLA or general range adjustment for academic employees that exceeds 3.0%, the scales will be adjusted in accordance with the MOU.

Also, please note that the salary scales reflect a new range maximum for academic year appointees, effective July 1, 2008, as per Article 21, C., of the MOU.

Academic Student Employees (ASE):

Pursuant to Article 29 of the contract between the University of California and the United Auto Workers (UAW), new salary scales reflect the contractually prescribed minimum 1.5% increase effective October 1, 2008, for Academic Student Employees covered by the contract. In the event that the Office of the President announces a COLA or general range adjustment for academic employees that exceeds 1.5%, the scales will be adjusted in accordance with the contract.

The following job codes are affected:

2310, 2311	Graduate Student Instructor I
1506, 1507	Graduate Student Instructor II – IV
2550, 2551	Acting Instructor-Graduate Student I - III
2850, 2851, 2500	Readers
2510, 2860, 2861	Tutors

Graduate Student Researcher (GSR) job codes are not covered under the UAW contract. GSR salary levels will remain at the 10/1/07 rate pending a final announcement by the Office of the President of salary adjustments for all academic titles.

POSTDOCTORAL SCHOLARS:

The minimum salary rate for postdoctoral scholars is increasing from \$34,752 to \$35,508, effective October 1, 2008. Steps I and II of the current postdoctoral scholar scale will reflect this new rate.

The total compensation provided to Postdoctoral-Fellows and Postdoctoral-Paid Directs should also reflect this new minimum. Further, PIs should plan for an additional increase to the minimum of the scale effective 10/1/09. The new minimum will either be \$37,000 or the minimum of the NIH NRSA fellowship scale, whichever is higher.

HRMS Implementation for Unit 18 and ASE salary adjustments:

The Academic Personnel Office will run the salary adjustment process centrally for all Unit 18 and ASE appointments that are in HRMS at the time the process is run, tentatively scheduled to begin October 9. Departments should make sure that all appointments are in HRMS prior to that date. For retroactive additions or changes to appointments ending prior to 10/1/08 and processed following the central update process, the units will be responsible for ensuring that the HRMS record reflects the salary adjustment. For such adjustments the Action Reason should be Pay Rate Change/Negotiated Agreement Adjustment.

Please notify the affected employees in your departments that pay checks issued on October 31, 2008, for monthly employees and November 7, 2008, for hourly employees will reflect the new pay rates.

HRMS Implementation for Postdoc salary adjustments:

Individual departments will be responsible for adjusting the pay rates for all postdoctoral appointees affected by this change to the minimum salary rate, including supplementations. The action reason should be Pay Rate Change/Salary Scale Change.

The updated salary scales are available at:

<http://apo.chance.berkeley.edu/10-01-08.Salary.Adjustments.html>

Questions regarding the implementation of these rate changes should be directed to the Academic Personnel Office at APpolicy@berkeley.edu.

Sheldon Zedeck
Vice Provost
Academic Affairs and Faculty Welfare