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Date: Monday, June 3, 2024 at 5:52 PM
To: "Alldredge, Brian" <Brian.Alldredge@ucsf.edu>
Cc: Emerald Light <Emerald.Light@ucsf.edu>
Subject: Salary Program - test

Dear Colleagues:

We are writing to share the University of California's planned 2024-25 salary program for faculty and non-faculty academic appointees. At UCSF, a faculty member's total compensation is renegotiated prior to the beginning of each fiscal year and becomes effective July 1st. This salary includes an "X" component (covered compensation) and may include a "Y" component (additional negotiated compensation). This announcement is specifically about how the "X" portion of salary will change, effective October 1, 2024. **The annual faculty compensation letters about total compensation effective July 1st include information about how the "X" portion of the salary will increase on October 1st.** There is no action you have to take. Please note, this salary program is contingent on the outcome of the State budget allocation, which has not yet been finalized, and is subject to change. If current budget expectations change, we will provide updated information. If interested in more information, please see below.

OVERVIEW OF THE 2024 – 2025 ACADEMIC SALARY PROGRAM

General Range Adjustment: The UC academic salary scales for faculty and non-represented academics will be raised by 4.2% and will include modest smoothing to the scales to continue consistent increments between steps. For faculty who are members of the Health Sciences Compensation plan (HSCP) the range adjustment will be applied to the base salary of your assigned APU ("X", also known as X+X') thus increasing eligible retirement income. Total compensation will be determined and communicated to you by your academic department.

HSCP Faculty

Effective October 1, 2024, faculty who are members of the Health Sciences Compensation Plan (HSCP) will receive an increase in the "X" component of their salary, as specified in the published academic salary scales.

- For those faculty with no "Y" component, their total salary rate ("X") will be adjusted upward, consistent with the published academic salary scales.
- For those faculty who have a "Y" component, when the new salary program is implemented on October 1, 2024, their "Y" will be handled in a manner that is consistent with school/department policies and practices:
In the Schools of Medicine, Dentistry, and Nursing the October 1st increase in "X" will be offset by a corresponding decrease in "Y." Unless a faculty member's "Y" is insufficient to cover the increase in "X," total salary will not change on October

1, 2024. In the School of Pharmacy, faculty should consult directly with their department leadership regarding adjustments to “Y” components.

Additional questions about your compensation, including the impact of salary scale changes effective October 1st to total salary rate (X+Y) for the 2024-25 fiscal year, should be directed to department leadership.

Non-HSCP Faculty

Effective October 1, 2024, non-HSCP faculty will have their salary adjusted upward, consistent with the published academic salary scales (based upon the APU scale 0 for their rank/step).

Non-HSCP faculty are typically faculty whose paid UCSF appointment is less than 51%.

Non-represented non-faculty academics

The scales for non-faculty academics who are not exclusively represented by a collective bargaining contract (which includes non-represented librarians and academic specialists and professional researchers) will be increased by a general range adjustment of 4.2% on July 1, 2024, for monthly paid or June 23, 2024 for biweekly paid academic appointees.

Represented non-faculty academics

Non-faculty academics who are exclusively represented by a collective bargaining contract are not covered under the 2024 salary scale adjustments; their salary is set by the terms of their contracts. Most appointees in the Professional Research series and Specialists series at UCSF are represented by the UAW. If you are unsure if you are part of a represented group, please contact your supervisor or your unit’s chief administrative officer.

Faculty Administrators

Deans and other full-time faculty administrators will be eligible for up to a 4.2% increase to be awarded for meritorious performance as determined at the campus level, effective July 1, 2024.

Summary of Changes

Employee Type	Effective Date	Salary Adjustment
HSCP Faculty in Schools of Dentistry, Medicine & Nursing	October 1, 2024	Total compensation will not change for most faculty*. “X” salary component will increase 4.2% (affects retirement and some other benefits)
HSCP Faculty in School of Pharmacy	October 1, 2024	Total compensation may or may not change depending upon departmental practices. “X” salary component will increase 4.2% (affects retirement and some other benefits)
Non-HSCP Faculty	October 1, 2024	Total compensation will increase 4.2%

Non-represented Non-faculty Academics (e.g., Specialists; Professional Researchers)	July 1 ,2024	Total compensation will increase by 4.2%
Represented Non-faculty Academics		Salary is set by the terms of union contracts

* If a faculty member’s 4.2% increase in X on 10/1/2024 exceeds their Y, they will see an increase in total compensation.

General Information

Detailed instructions to assist in determining eligibility for specific academic populations, and the mechanism for processing the increases, will be provided to the Departments by Academic HR Shared Services. The precise dollar amount of adjustments will vary due to rounding. Scales composed of ranges will be incremented in a similar fashion. The new salary scales are available on the [UCOP website](#).

Best regards,

Brian K. Alldredge, PharmD
Vice Provost, Academic Affairs