

UCR



Wage & Salary Programs

Effective January 1st 2017

Oct. 27, 2016

Presented by Scott Biggerstaff

UCR Human Resources - Total Compensation

Mission | *We provide HR leadership and expertise to create and support a high-performing, inclusive workplace which advances UCR's mission and strategic objectives.*

Vision | *UCR HR is the benchmark in higher education for visionary and innovative HR strategies and exemplary service delivery.*

October Wage Program Review

- > RX, TX & SX units
 - > 3% ATB range adjustment
- > K5 unit
 - > 3% ATB range adjustment; and within-range merit based step advance for non-probationary, career employees
- > Fair Wage/ Fair Work Plan
 - > UC \$14 minimum
 - > Excludes All Students / Staff below 50% FTE

January Wage Programs

- > HX units
 - > 2% range adjustment/Across The Board (ATB)
 - > Within range step increase
 - > Non-probationary career employees
 - > Successfully Meets Performance Expectations
- > NX unit
 - > 4% range adjustment/Across The Board (ATB)
- > Student range adjustment
 - > \$10.50 California Minimum wage

Timeline

- ▶ October Wage Programs
 - ▶ Bi-weekly paycheck November 2nd
 - ▶ Monthly paycheck November 1st

- ▶ January Wage Programs
 - ▶ Processed Centrally late November / December
 - ▶ Effective January 1st BW & MO
 - ▶ Paycheck January 25th BW & February 1st MO

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