



OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

October 10, 2016

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PRESIDENT HUMISTON**

Dear Colleagues:

In the October 7, 2016 joint communication with systemwide Human Resources, Dwaine Duckett and I advised you that in order to comply with the Department of Labor's new overtime rule, the University of California will do the following with respect to affected academic personnel: (1) reclassify all junior specialists as non-exempt; (2) raise the minimum salary for specialists and coordinators of public programs to maintain their over-time exempt status; and (3) reclassify many part-time academic personnel to non-exempt employees. This communication incorporated input we had received in several recent discussions with the Executive Vice Chancellors/Provosts, the Vice Provosts/Vice Chancellors for Academic Personnel/Academic Affairs, the Academic Personnel Directors, and the Academic Senate.

Related to these changes, I am enclosing revised and new salary scales below, effective November 20, 2016:

Revised Salary Scales for Exempt Academic Personnel

- Specialist Series – Table 24
- Coordinators of Public Programs – Table 30

New Salary Scales for Non-exempt Academic Personnel

- Professional Research Series – Non-exempt – Tables 11N – 14N
- Non-exempt Postdoctoral Scholar – Employee – Table 23N
- Specialist Series – Non-exempt – Table 24N
- Non-Represented Librarian Series – Non-exempt – Table 26A(N)
- Represented Librarian Series – Non-exempt – Table 26B(N)
- Assistant and Associate University Librarian – Non-exempt – Table 27N
- Cooperative Extension Advisor Series – Non-exempt – Table 28N
- Specialist in Cooperative Extension Series – Non-exempt – Table 29N
- Coordinators of Public Programs – Non-exempt – Table 30N
- Academic Administrator Series – Non-exempt -- Table 34N I-VII
- Academic Coordinator Series – Non-exempt -- Tables 35N I-III and 36N I-III
- Project Series – Non-exempt - Tables 37N – 38N
- Academic Standard Table of Pay Rates – Non-exempt – Table 39N

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Please note that the non-exempt hourly rates for represented postdoctoral scholars and librarians are derived from their current salary/stipend rates and are effective November 20, 2016. Subject to collective bargaining, the hourly rates will be revised and new scales issued at a later date.

In addition, the minimum salary paid to pharmacy residents, non-physician clinical trainees, and clinical psychology interns will be increased, effective December 1, 2016. Enclosed is the revised salary scale for Interns, Residents, and Non-Physician Clinical Trainees – Table 21.

The salary scales will be available online at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>

If you have questions, please email Interim Executive Director Amy Lee in my office at AmyK.Lee@ucop.edu or call the Academic Personnel and Programs main phone line at (510) 987-9479.

Sincerely,



Susan L. Carlson

Vice Provost, Academic Personnel and Programs

Enclosures: 2016-17 Revised Salary Scales for Exempt Academic Personnel
2016-17 New Salary Scales for Non-exempt Academic Personnel
Interns, Residents, and Non-Physician Clinical Trainees – Table 21

cc: President Napolitano
Provost and Executive Vice President for Academic Affairs Dorr
Executive Vice President and Chief Operating Officer Nava
Executive Vice President Stobo
Academic Council Chair Chalfant
Vice President Duckett
Vice President Ellis
Chief of Staff Grossman
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Associate Vice President Nation
Interim Associate Vice President Alcocer
Council of Graduate Deans
Council of University Librarians (CoUL)
Graduate Medical Education Deans
Psychology Training Directors
Pharmacy Residency Directors
Dean Guglielmo
Dean McKerrow
Academic Personnel Directors
Executive Director Baxter
Interim Executive Director Lee
Director Chester
Director Henderson
Director Jennings
Director Lockwood

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