



OFFICE OF THE VICE PROVOST -
ACADEMIC PERSONNEL AND PROGRAMS

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

November 28, 2018

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
LBNL DIRECTOR WITHERELL
ANR VICE PRESIDENT HUMISTON**

RE: Postdoctoral Scholar Salary Scales

Dear Colleagues:

Pursuant to the Postdoctoral Scholars' Memorandum of Understanding (MOU) between the University of California and the UAW union, Article 4, Compensation, the enclosed University salary scales for Postdoctoral Scholar salary/stipend minimum rates have been increased in accordance with the fiscal year 2019 National Institutes of Health Ruth L. Kirschstein National Research Service Award stipend levels. The minimum UC salary/stipend rate for experience level 0 matches experience level 2 on the NIH scale. Other UC salary/stipend levels have a similar relation to the NIH projected scale.

On November 27, 2018, the NIH announced its fiscal year 2019 Ruth L. Kirschstein National Research Service Award (NRSA) stipend levels for Postdoctoral Scholars. A copy of the NIH announcement is found online at <https://grants.nih.gov/grants/guide/notice-files/NOT-OD-19-036.html>.

I am enclosing revised salary scales below which reflect these changes.

Revised Salary Scales for Postdoctoral Scholars

- Postdoctoral Scholar Series – Table 23
- Postdoctoral Scholar - Employee (Non-Exempt) – Table 23N

The enclosed Table 23 for exempt Postdoctoral Scholars is effective December 1, 2018 and the enclosed Table 23N for non-exempt Postdoctoral Scholars is effective December 2, 2018. The new rates will apply when a Postdoctoral Scholar is newly appointed, reappointed, or on the anniversary date for those Postdoctoral Scholars with multiple year appointments. Note that Postdoctoral Scholars who earn a salary/stipend amount that is below \$455 per week (\$23,660 per year) (e.g., because of a part-time appointment) are classified as non-exempt.

November 28, 2018

Page 2

For Kirschstein Fellowships, the new minimum applies to all awards made on or after October 1, 2018. Retroactive adjustments or supplementation of stipends or other budgetary categories with Kirschstein-NRSA funds for an award made prior to October 1, 2018 are not permitted.

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

If you have questions, please email Diversity, Labor, and Employee Relations 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: Postdoctoral Scholar Series – Table 23

Postdoctoral Scholar – Employee (Non-Exempt) – Table 23N

cc: Provost and Executive Vice President for Academic Affairs Brown
Executive Vice President, Chief Operating Officer and Chief of Staff Nava
Academic Council Chair May
Vice President Duckett
Vice President Ellis
Vice Provosts/Vice Chancellors Academic Personnel/Academic Affairs
Associate Vice President Alcocer
Graduate Deans
Academic Personnel Directors
Executive Director Baxter
Executive Director Chester
Executive Director Jennings
Executive Director Peterson
Executive Director Russi
Chief of Staff Henderson
Director Grant
Director Lee
Associate Director Fishel
Manager Crosson
Manager Ruiz
Academic Policy and Data Analyst Jue
Academic Policy and Data Analyst Sykes
Principal Analyst Espinoza
HR/AP Lead Park