



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

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

February 10, 2020

**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 2020 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 scale.

On February 7, 2020, the NIH announced its fiscal year 2020 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-20-070.html>.

I am enclosing the revised salary scales listed below that 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 March 1, 2020 and the enclosed Table 23N for non-exempt Postdoctoral Scholars is effective February 9, 2020. 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 \$684 per week (\$35,568 per year) (e.g., because of a part-time appointment) are classified as non-exempt.

For Kirschstein Fellowships, the new minimum applies to all awards made on or after October 1, 2019. Retroactive adjustments or supplementation of stipends or other budgetary categories with Kirschstein-NRSA funds for an award made prior to October 1, 2019 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](mailto: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 Brown

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