

## C13- Merit Review Date by Program/Representation Unit

### Key Factors in Determining Merit Review Dates:

- Title Unit Code (TUC)-Code indicating the collective bargaining unit to which a title code belongs
- Policy or Contract Provisions for wage increases
- Appointment Type
- Pay Plan Associated with Employee's Title Code

| PROGRAM/<br>REPRESENTATION<br>UNIT                       | Title<br>Unit<br>Code | Appt<br>Type             | Pay Range<br>Structure | Merit<br>Review<br>Date            | Eligibility  |
|--|-----------------------|--------------------------|------------------------|------------------------------------|--|
| <b>Senior Management<br/>Group (SMG)</b>                 | 99                    | Career                   | Grade-based            | Oct 1<br>following<br>date of hire | Employee is appointed to a SMG career position on or before April 1 is eligible for merit consideration.   |
| <b>Managers &amp; Senior<br/>Professionals<br/>(MSP)</b> | 99                    | Career                   | Grade-based            | Oct 1<br>following<br>date of hire | Employee is appointed to a MSP career position on or before April 1 is eligible for merit consideration.   |
|  | 99                    | Contract                 | Grade-based            |                                    | A MSP employee is appointed to a contract position is eligible for consideration if language is included into the employee's contract.   |
| <b>Professional &amp;<br/>Support Staff<br/>(PSS)</b>    | 99                    | Career                   | Grade-based            | Oct 1<br>following<br>date of hire | Employee is appointed to a PSS career position by April 1 is eligible for merit consideration.   |
|  | 99                    | Contract                 | Grade-based            |                                    | A PSS employee is appointed to a contract position is eligible for consideration if language is included into the employee's contract.   |
| <b>Clerical</b>  | CX                    | Career<br>and<br>Limited | Step-based             |                                    | The current Coalition of University Employees (CUE) contract effective 02/15/06-09/30/08 does not contain provisions for a defined merit program. <ul style="list-style-type: none"> <li>• Refer to <a href="#">Article 45</a>-Wages for specific information:</li> </ul>  |
| <b>Service</b>   | SX                    | Career                   | Step-based             |                                    | The current AFSCME Service (SX) contract effective 02/12/09-01/31/13 does not contain provisions for a defined merit program. <ul style="list-style-type: none"> <li>• Refer to <a href="#">Article 41</a>-Wages for specific information:</li> </ul>  |
| <b>Technical</b>   | TX                    | Career                   | Step-based             | Jan 1<br>following<br>date of hire | Employee is appointed to a TX career position and non-probationary by the effective date of the salary review (Jan 1) is eligible for consideration. <ul style="list-style-type: none"> <li>• Note: The current UPTE Technical (TX) contract effective 07/01/08-06/30/13 contains provisions for merit programs January 2011, 2012, and 2013.</li> </ul> |

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| PROGRAM/<br>REPRESENTATION<br>UNIT                | Title<br>Unit<br>Code | Appt<br>Type | Pay Range<br>Structure | Merit<br>Review<br>Date            | Eligibility   |
|---|-----------------------|--------------|------------------------|------------------------------------|---|
| <b>Skilled Crafts</b>                             | K7                    | Career       | Step-based             | Six months<br>from date<br>of hire | <p>The current AFSCME Skilled Crafts (K7) contract effective 05/04/08-09/30/11 specifies that all newly hired employees will be placed on the first step of the salary range for their craft.</p> <p>Career employees who successfully complete six months of satisfactory service move to Step 2 of the salary range for their Craft.</p>                                      |
| <b>Research<br/>Professional</b>                  | RX                    | Career       | Step-based             | Jan 1<br>following<br>date of hire | <p>Employee is appointed to a RX career position and non-probationary by the effective date of the salary review (Jan 1) is eligible for consideration.</p> <ul style="list-style-type: none"> <li>• Note: The current UPTe Research and Professional (RX) contract effective 07/01/08-06/30/13 contains provisions for merit programs January 2011, 2012, and 2013.</li> </ul> |
| <b>Police</b>                                     | PA                    | Career       | Step-based             | Oct 1                              | <p>Under the current FUPOA (PA) contract effective 10/10/08-06/30/11, an employee hired before Oct 1, 2004 and non-probationary on this date shall be eligible every October for a one-step increase based upon satisfactory performance.</p>   |
|   |                       |              |                        |                                    | <p>Under the current FUPOA (PA) contract effective 10/10/08-06/30/11, an employee hired after Oct 1, 2004 is eligible for a one-step increase upon completion of their probationary period and every year thereafter based upon this anniversary date.</p>  |
| <b>Patient Care<br/>Technical</b>                 | EX                    | Career       | Step-based             |                                    | <p>The current AFSCME Patient Care Technical (EX) contract effective 11/13/08-09/30/12 does not contain provisions for a defined merit program.</p> <ul style="list-style-type: none"> <li>• Refer to <a href="#">Article 42</a>-Wages for specific information.</li> </ul>   |
| <b>Registered Nurses</b>                          | NX                    | Career       | Step-based             |                                    | <p>The current California Nurses Association /Registered Nurses (NX) contract effective 03/23/08-09/30/10 does not contain provisions for a defined merit program.</p> <ul style="list-style-type: none"> <li>• Refer to <a href="#">Article 40</a> -Compensation for specific information.</li> </ul>  |
| <b>Residual<br/>Health Care<br/>Professionals</b> | HX                    | Career       | Step-based             |                                    | <p>The current Residual Health Care Professionals (HX) effective 03/30/07-06/30/11 contract does not contain specific provisions defined merit program.</p> <ul style="list-style-type: none"> <li>• Refer to <a href="#">Article 5</a>-Compensation for specific information.</li> </ul>   |