

ARTICLE 6 COMPENSATION

A. 2004-05 SALARY INCREASES

The University and IAFF agree that the University will not increase the salary ranges for classifications in the unit and will not provide merit increases for employees in the unit, effective October 1, 2004.

B. 2005-06 RANGE ADJUSTMENT

Following receipt of written notification from IAFF of its ratification of the Agreement with the University of California, the University will increase by 3.5% the salary ranges for classifications in the Fire Fighter Unit effective October 1, 2005. Employees shall receive this 3.5% salary increase resultant from the range adjustment. The salary range or rate adjustments, if any, for each classification will vary slightly due to rounding.

C. ELIGIBILITY

1. To be eligible for increases as specified in this Article, employees must be in the bargaining unit on the effective date of the salary increase.
2. An employee must have been in the unit for at least six (6) months and remain in the unit on the effective date of a merit increase to be eligible to receive a merit increase as described by this Article.

D. CAMPUS INDIVIDUAL / TITLE-SPECIFIC INCREASES

UCSC – Equity Increases

Increase range by 5% effective upon ratification of this Agreement.

See attached list of UCSC individual equities to be effective upon ratification of this Agreement.

UCD – Equity Increases

See attached list of UCD individual equities to be effective upon ratification of this Agreement.

E. ORDER OF INCREASES

If more than one salary adjustment takes place on the same date, actions occur in the following order:

1. Salary range adjustment;
2. Across the board increases, in lieu of merit for step-based employees, if applicable;
3. Merit Increases

4. Increases resulting from promotion or reclassification.

F. LOCATION SPECIFIC SALARY AND RANGE ADJUSTMENTS

The University retains the right to propose additional location specific salary and range adjustments.

G. OTHER INCREASES

By mutual agreement, the University may increase, during the term of this Agreement, salary rates or ranges, shift differentials, on-call rates and/or extend the coverage of such rates, for selected individuals and/or classifications at selected locations.

H. AWARD PROGRAMS

The University retains the right to continue, modify or abolish campus award programs. Award Programs, if any, for members of the bargaining unit may be implemented according to local procedures. Award programs are available, if any, to employees in the unit, as they are also available to other eligible employees.

I. CERTIFICATION PAY

UCSC - Hazmat – Effective with the ratification of this Agreement, those in Fire Fighter titles who voluntarily become certified as California Hazardous Materials Technicians and who are assigned Hazmat duties as a part of the Santa Cruz Hazardous Materials Interagency Team (SCHMIT) shall receive a stipend of 5% of his/her current step.

UCSC – Paramedic – Effective upon ratification of this Agreement, those in Fire Fighter titles who are accredited as a paramedic and who are assigned paramedic Fire Fighter duties shall receive a stipend of 10% of his/her current step.

UCD – Hazmat – Effective upon ratification of this Agreement, those in Fire Fighter titles who become certified as California Hazardous Materials Technicians or Specialists and who are assigned Hazmat duties shall receive a stipend of 5% of his/her current step.

UCD – DCFM – Effective upon ratification of this Agreement, those in Fire Fighter titles who are certified and assigned Designated Campus Fire Marshall job duties shall receive a stipend of 5% of his/her current step.

UCD – OSHPD - Effective upon ratification of this Agreement, Fire Captains who are certified and assigned Office of Statewide Health Planning and Development (OSHPD) related job duties shall receive a stipend of 5% his/her current step.

If a Fire Fighter at either location is eligible for multiple certification payments, the Fire Fighter shall only be eligible to receive a maximum of 15% in certification stipends.

- J.** The range and rate adjustments, base or non-base, if any, provided in this Article shall not be subject to Article 10 - Grievance Procedure, or Article 3 - Arbitration Procedure, of this Agreement.