DEANS, CHAIRS, AND DIRECTORS

RE: UPDATED POSTDOCTORAL SCHOLAR SALARY SCALE

On February 10, 2014, NIH announced its new fiscal year 2014 NRSA (National Research Service Award) stipend levels for Postdoctoral Scholars. In accordance with Article 4 – Compensation in the Memorandum of Understanding between the University and the UAW (the union that represents postdoctoral scholars), this revised salary scale for Postdoctoral Scholars is effective for UC postdoctoral scholars upon appointment and reappointment as follows:

<table>
<thead>
<tr>
<th>Appointment Step for Postdoctoral Scholar Experience Level</th>
<th>Scale 1</th>
<th>Scale 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 0 (0 – 11 months)</td>
<td>$39,264</td>
<td>$42,000</td>
</tr>
<tr>
<td>Level 1 (12 – 23 months)</td>
<td>$41,364</td>
<td>$43,680</td>
</tr>
<tr>
<td>Level 2 (24 – 35 months)</td>
<td>$44,340</td>
<td>$45,432</td>
</tr>
<tr>
<td>Level 3 (36 – 47 months)</td>
<td>$46,092</td>
<td>$47,244</td>
</tr>
<tr>
<td>Level 4 (48 – 59 months)</td>
<td>$47,820</td>
<td>$49,128</td>
</tr>
<tr>
<td>Level 5 (60 – 71 months) **</td>
<td>$49,884</td>
<td>$51,096</td>
</tr>
</tbody>
</table>

**Appointment of an individual beyond 5 years of total postdoctoral experience is subject to approval by the Vice Provost for Academic Personnel.

A. Scale 2 (see above) applies only to new appointments and reappointments in the Postdoctoral Scholar titles on or after March 1, 2014. Specifically:

1. Newly appointed postdoctoral scholars must be appointed at or above their appropriate experience level rates.

2. Current Postdoctoral Scholars, **who were hired after June 1, 2011**, must be placed on at least or above the salary level commensurate with their experience levels. Current Postdoctoral Scholars appointed and reappointed before March 1, 2014 will remain on Scale 1 (see above). No salary actions vis-à-vis Scale 2 will occur for these appointments until reappointments are proposed on or after March 1, 2014.
B. Current Postdoctoral Scholars, whose appointments meet the following criteria, will be subject to the two contract provisions in Article 4, Sections C.3 and D:

1. Who was hired before June 1, 2011; and
2. Whose salary amount remains below his/her experience level; and
3. Who will be reappointed between March 1, 2014 and May 31, 2014.

Article 4, Section C.3:
“A Postdoctoral Scholar receiving a salary/stipend below the appropriate experience rate based on her/his experience as a Postdoctoral Scholar, shall be moved (or reappointment or anniversary date) to the appropriate salary rate for her/his experience level provided such move does not exceed...a 3.5% from June 1, 2013 through May 31, 2014.”

Article 4, Section D:
“All Postdoctoral Scholars shall be placed on at least the appropriate NIH-NRSA rates based on the Postdoctoral Scholar’s experience on June 1, 2014.”

C. Postdoctoral Scholars whose salary amounts are above the appropriate experience levels shall receive at least a two percent (2%) salary increase on their reappointment or anniversary dates.


If you have any questions regarding this matter, please contact the AP Analyst assigned to your Unit.

Herbert P. Killackey  
Vice Provost

Cc: Graduate Division  
Labor Relations  
Assistant Deans  
Campus Personnel Officers  
Academic Personnel