



FY17 LBNL Wages

1. Fiscal Year 2017 (October 1, 2016) individual increases for Research Professional Unit employees will be from a merit pool of 3% of the September 30, 2016 payroll base. The merit pool will be distributed in the Lab's customary merit-based manner using an FY17 matrix to be provided to UPTE. The minimum increases identified on the matrix will utilize approximately 80% of the available allocation. In order to be eligible for the FY17 salary increase of October 1, 2016, an employee must be in the RX bargaining unit on September 30, 2016, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS with the exception noted in 8 below. Retroactive pay increases for FY17 will be implemented within one hundred twenty (120) days of wage agreement ratification, excluding the annual holiday shutdown period. Salary ranges for FY17 will be increased by 2%.
2. Disputes arising from Research Professional employees receiving increases less than the matrix minimum for the appropriate quartile and performance rating are subject to the grievance and arbitration provisions of the agreement between the University of California and University Professional and Technical Employees, with the following exceptions:
 - Employees who have received increases within the preceding six months.
 - Employees who have reached the maximum of their ranges.
 - Employees who are red-circled.
3. If more than one salary action takes place on the same date, the order of salary actions will be as follows:
 - Salary range adjustment.
 - Merit adjustment.
 - Equity adjustment.
 - Promotion/Reclassification.
 - Bottom of the range adjustment for employees below the minimum of the salary range.Employees who have reached the maximum of their ranges or who are "red-circled" will be eligible to receive increases in the form of a non-base-building lump sum payment.
4. The following types of employees are not eligible for merit increases and will be excluded from calculating the payroll base:
 - Limited employees.
 - Rehired retirees.
 - Probationary employees.
 - Employees with a performance appraisal rating of less than satisfactory.
5. The Laboratory will provide to UPTE information concerning the merit pool distribution within sixty (60) days following the end of the fiscal year. Such information will include employee name, employee number, job code, job title and wage increase amount. This information will be provided electronically in a Microsoft Excel spreadsheet to UPTE Local 184 and to the UPTE systemwide office. In the same manner as in previous fiscal years, any undistributed amount of the above merit increases will then be distributed across the board to all employees who received a wage increase based on the above eligibility requirements.
6. Employee wage increases for promotions, reclassifications and individual equity adjustments shall be at the Laboratory's sole discretion, based upon business need. The Laboratory will provide to UPTE information concerning such wage adjustments within sixty (60) days following the end of the fiscal year. Such information will include employee name, employee number, job code, job title, wage increase amount and reason for adjustment. This information will be provided electronically in a Microsoft Excel spreadsheet to UPTE Local 184 and to the UPTE Systemwide office.
7. For non-exempt (hourly paid) employees, all hourly rates will be rounded to the nearest penny. For exempt (monthly paid) employees, all monthly rates will be rounded to the nearest dollar.
8. Employees involuntarily laid off between October 1, 2016 and the date payroll is processed in HRIS shall receive an FY17 salary increase in the form of a lump sum payment.

FY17 Merit Increase Matrix - UPTE (RX) Unit

The Lab will be using the following merit increase matrix in Fiscal Year 2017 (effective 10/1/16):

FY2017 RX Merit Increase Matrix Minimum	Q1	Q2	Q3	Q4
Outstanding	3.0%	2.6%	2.3%	2.0%
Excellent				
Very Good	2.6%	2.3%	2.0%	1.7%
Good				
Acceptable	1.0%	1.0%	1.0%	1.0%
Marginal/Req. Imp.	0%	0%	0%	0%
Unsatisfactory	0%	0%	0%	0%

The above-referenced matrix is based on a merit pool of 3% of September 27, 2016 RX payroll base. The minimum increases identified on the matrix will use approximately 80% of the available allocation.