


THE CALIFORNIA STATE UNIVERSITY
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Date: October 1, 2004 **Code:** TECHNICAL LETTER
HR/Salary 2004-19

To: Human Resources Directors
Payroll Managers

From: Cathy Robinson 
Assistant Vice Chancellor
Human Resources

Subject: 2004/05 Salary Program for Physician (Unit 1) Employees

The California State University (CSU) has reached an agreement with the Union of American Physicians and Dentists (UAPD - Unit 1) on a successor collective bargaining agreement for fiscal years 2004/05 through 2006/07. This technical letter provides information on the 2004/05 salary provisions only:

Salary Structure Changes:

- Increase to salary range minimums and maximums

Other Salary Provisions:

- New equity increase provision
- One-time \$500 rural health care stipend
- On-call provision eliminated
- Campus-funded performance increases available

Detailed Information Regarding Salary Structure Changes:

❖ **Increase to Salary Range Minimums and Maximums:**

- Effective November 2, 2004, the Physicians (7737) salary range minimum will be increased by 10% and the salary range maximum will be increased by 20%.
- Campuses are required to update the Anniversary Date for employees whose base pay is no longer at the salary range maximum, as outlined in the processing instructions.

The following processing instruction is provided in Attachment A:

⇒ Salary Structure Changes I - Salary Range Increase to Minimums and Maximums

Distribution:

CSU Presidents	
Vice Chancellor, Human Resources	Directors, Student Health Centers
Vice Presidents, Administration	Budget Officers
Vice Presidents, Student Administration	Director, SOSS

Detailed Program Information for Salary Provisions:

For complete information and processing instructions for all salary programs, refer to Human Resources Administration's Salary Program Web site at: <http://www.calstate.edu/HRAdm/SalaryProgram/index.shtml>. Information for new salary provisions are provided below:

❖ **New Equity Increase Program:**

- At the sole discretion of the President, base salary increases or one-time lump sum bonuses may be awarded to employees when such increases are needed due to internal or external equity.

The following processing instruction is provided in Attachment A:

⇒ Salary Program Changes I – Equity Increase Program

❖ **2004/05 \$500 Rural Health Care Stipend:**

- Information on the 2004/05 Rural Health Care Stipend will be addressed in a future technical letter. Payments will be issued prior to April 1, 2005.

❖ **Other Changes:**

- The on-call provision has been eliminated from the collective bargaining agreement.
- Pursuant to Article 11, campuses now can hire a Unit 1 employee anywhere within the salary range. Campuses are no longer restricted to hire below the SSI Maximum.
- Campus-funded performance increases continue to be available to campuses.

Questions regarding this technical letter may be directed to Human Resources Administration at (562) 951-4411. This document is available on Human Resources' Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

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**TECHNICAL LETTER
HR/Salary 2004-19
ATTACHMENT A**

PROCESSING INSTRUCTIONS

SALARY STRUCTURE CHANGES

I – Increase to Salary Range Minimums and Maximums

PAY SCALES IMPACT:	
Change Summary:	Salary range minimums will be increased by 10% and the salary range maximums will be increased by 20%.
Class Code(s):	7737
CBID:	R01
Pay Scales Effective Date:	11/02/04
Date in Production:	11/02/04
Pay Letter:	2004-06

EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:	
Processing Responsibility:	Campus to key new Anniversary Dates (Item 330) for active employees who are no longer at the salary range maximum. For employees on leave who need new Anniversary Dates (Item 330), these should be keyed on the return transaction.
Processing Date(s):	Deadline: 12/31/04
Effective Date:	11/02/04
PIMS Transaction:	CRO
Detailed Transaction Code (Item 719)	N/A
EH Remarks (Item 215)	HR/Salary 2004-19
Pay Amount:	N/A
Pay Form:	N/A
Lump Sum Earnings ID:	N/A
Employees on Leave:	N/A
Additional Information:	Anniversary Dates (Item 330) should be changed from “MAX” to “9999” or new Anniversary Date, as appropriate.
SCO Personnel Letter:	N/A

COMMON MANAGEMENT SYSTEMS (CMS) INSTRUCTIONS:	
Pay Scales Impact:	Salary Schedule Load provided by HR-ISA to SOSS by 10/29/04
GSI/SSI Load Impact:	N/A
CMS Action/Reason:	N/A

PROCESSING INSTRUCTIONS

**SALARY PROGRAM CHANGES
I – Equity Increase Program**

PAY SCALES IMPACT:	
Change Summary:	N/A
Class Code(s):	N/A
CBID:	N/A
Pay Scales Effective Date:	N/A
Date in Production:	N/A
Pay Letter:	N/A

EMPLOYMENT HISTORY (EH)/PAYROLL IMPACT:	
Processing Responsibility:	Campus
Processing Date(s):	At the discretion of the President
Effective Date:	At the discretion of the President, at the beginning of a pay period
PIMS Transaction:	SCR
Detailed Transaction Code (Item 719)	53
EH Remarks (Item 215)	HR/Salary 2004-19
Pay Amount:	At the discretion of the President
Pay Form:	Base salary increase
Lump Sum Earnings ID:	N/A
Employees on Leave:	N/A
Additional Information:	Refer to Article 19 of the collective bargaining agreement
SCO Personnel Letter:	N/A

COMMON MANAGEMENT SYSTEMS (CMS) INSTRUCTIONS:	
Pay Scales Impact:	N/A
GSI/SSI Load Impact:	N/A
CMS Action/Reason:	