The California State University
Office of the Chancellor
400 Golden Shore
Long Beach, CA 90802-4275
(310) 985-2674

Code: PAY LETTER
95-04

Date: August 11, 1995

To: HOLDERS OF THE CALIFORNIA STATE UNIVERSITY SALARY SCHEDULE

R01 - PHYSICIANS

Pursuant to a collective bargaining agreement, effective July 1, 1995, the CSU payscales will be changed from a step structure to an open salary range structure (with no incremental salary steps) for all bargaining Unit 1 classifications. Specifically, the payscales will be modified to support a "minimum," a "service maximum" and a "performance maximum" salary range structure.

The Unit 1 contract distinguishes a "service maximum" salary rate from the "performance maximum" salary rate. In accordance with Article 19.3 of the contract, the service maximum has been established at 2.0% above the 1994/95 Step 5, effective July 1, 1995. The "performance maximum" salary rate has been established at 10% above the 1994/95 Step 6 rate for all bargaining unit classifications.

While employees may receive Performance-based Salary Increases (PSI's) at any point in the new open range up to the performance maximum (top) of the range, they may not receive Service-based Salary Increases (SSI's) beyond the service maximum rate stated in the Memorandum of Understanding. Note that the "service maximum" will be transparent to the payroll system and must be monitored by the campus.

All Unit 1 changes will be effective retroactive to July 1, 1995, and a salary administration technical letter will be issued shortly to provide processing instructions for establishing individuals' new rates and for processing future salary increases.

Distribution: Salary Schedule Coordinators
Chancellor's Office Staff
Pursuant to a collective bargaining agreement, the CSU payscales will change most Unit 6 classifications from a step structure to an open salary range (with no incremental salary steps) effective July 1, 1995. In accordance with the contract, there shall be a "Standard Rate". The Standard Rate has been established at an amount approximately 2.5% above the 1994/95 Step I rate. The "Standard Rate" shall be the minimum rate for each classification with an open range; this is the rate at which new employees must be hired. The maximum rate for each classification shall be approximately twelve (12) percent above the minimum rate/Standard Rate.

A General Salary Increase (GSI) of 1.57% has been applied to the Standard Rate and maximum rate on the new salary schedule. Unit 6 employees in classifications with open ranges are eligible for General Salary Increases (GSIs) and Performance-based Salary Increases (PSIs). In 1995/96, there will be no Service-based Salary Increases (SSIs) for Unit 6, and there is no "service maximum" rate within the open range structure.

Only the certified apprenticeship classifications retain a step structure with rates set as percentages of the Standard Rate of the pertinent journey level of the classification. Movement between apprenticeship steps is governed by the required service specified in the Memorandum of Understanding.

In addition to the salary rate changes above, the following classifications have been abolished:

<table>
<thead>
<tr>
<th>Code</th>
<th>Classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>6701</td>
<td>Building Service Engineer Apprentice</td>
</tr>
<tr>
<td>6704</td>
<td>Operating Engineer Apprentice</td>
</tr>
<tr>
<td>6477</td>
<td>Carpenter Apprentice</td>
</tr>
<tr>
<td>6527</td>
<td>Painter Apprentice</td>
</tr>
<tr>
<td>6536</td>
<td>Electrician Apprentice</td>
</tr>
<tr>
<td>6550</td>
<td>Plumber Apprentice</td>
</tr>
</tbody>
</table>

All Unit 6 changes are effective retroactive to July 1, 1995, and a salary administration technical letter will be issued shortly to provide processing instructions for establishing individuals’ new rates and for processing future salary increases.
DESIGNATED CONFIDENTIAL POSITIONS
(C06)

Funds in an amount sufficient to provide an approximate 2.5% general increase to employees in the following designated confidential position have been approved for the 1995/96 fiscal year in accord with the provisions of Trustee policy:

<table>
<thead>
<tr>
<th>Class Code</th>
<th>Class Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>6940</td>
<td>Maintenance Mechanic</td>
</tr>
</tbody>
</table>

General Information

Hardcopy replacements of the CSU Salary Schedule sections affected by this Pay Letter are attached. Please update your salary schedule with these attachments accordingly.

As a reminder, pay letters are distributed to campus salary schedule coordinators and those coordinators are responsible for distributing the pay letters to specific personnel based upon campus need.

Salary schedule information is currently available to the campuses through CIRS. If you have any questions regarding changes to the CSU Salary Schedule, please contact Theresa Hines by calling (310) 985-2674.

CATHY ROBINSON, DIRECTOR
HUMAN RESOURCES ADMINISTRATION

CR/dth
Attachments