

FUNDING POLICIES

SUB 1 – CAREER EMPLOYEES

The following funding policies identify the support provided from central campus resources for State/Student Fee funded positions, (19900/20000). Non-state funded positions, positions funded with recharge funds, opportunity funds, contracts and grants, etc., will be funded from the unit's sub 2 account.

Merits – Full permanent funding provided with current year according to the date of the award.

Range Adjustments – Full permanent funding provided with current year according to date of the award.

Reclassifications – Full permanent funding provided. Current year support provided for reclasses effective July 1 of that fiscal year. NO mid-year reclasses will be funded on the current year. The campus will support a 5% increase or to the minimum level of step/grade of reclassifications.

Downgrades – All positions will be downgraded to the minimum salary of that provision's step/grade, with the exception of the MSP program which will be downgraded to the first quartile of the salary range. This downgrade occurs on the permanent side only. If the employee separates during the middle of the fiscal year, the unit retains the salary savings from that position to the end of the fiscal year.

Career Upgrades – Central campus resources will support a 5% promotion, or funding to the minimum of the salary range for the position that is being filled. Full permanent funding is provided, with the current year supported by the unit, e.g., from salary savings.

Lateral Transfer – Full permanent funding provided with current year support by the unit, e.g., from salary savings.

New Hire – Funding to support a job requisition with other than a career UC employee at above the minimum salary or to the first quartile for MSP, will be the responsibility of the unit/organizational point.