

**APPENDIX B
UAPD SALARY PROPOSAL
FY 2017-2018 - 2019-2020**

Year 1 (Equity increase capped @ 2.68%)										
Campus	# of EES in Class	GSI Increase	GSI Increase (Sal + Bnfts)	Actual Equity Incr.	Actual Equity Incr. (Sal+Bnfts)	Actual Salary Incr. %	# of EES Rcv'g Incr	% of EES Rcv'g Incr	Total Incr Y1 GSI+Equity	Total Incr Y1 GSI+Equity (Sal + Bnfts)
BKERSFIELD	2	\$ 9,778	\$ 13,120	\$ 8,997	\$ 12,072	2.8%	2	100.0%	\$ 18,775	\$ 25,192
CHICO	5	\$ 16,487	\$ 22,122	\$ 5,218	\$ 7,001	0.9%	2	40.0%	\$ 21,705	\$ 29,124
DOMINGUEZ	3	\$ 6,634	\$ 8,902	\$ 5,608	\$ 7,524	2.5%	2	66.7%	\$ 12,242	\$ 16,426
EAST BAY	3	\$ 15,261	\$ 20,478	\$ 5,044	\$ 6,767	1.0%	1	33.3%	\$ 20,305	\$ 27,245
FRESNO	5	\$ 13,786	\$ 18,498	\$ 8,467	\$ 11,362	1.8%	2	40.0%	\$ 22,253	\$ 29,859
FULLERTON	5	\$ 14,107	\$ 18,928	\$ 231	\$ 310	0.0%	1	20.0%	\$ 14,338	\$ 19,239
HUMBOLDT	9	\$ 19,199	\$ 25,761	\$ 6,681	\$ 8,965	1.0%	3	33.3%	\$ 25,880	\$ 34,725
LA	6	\$ 19,695	\$ 26,426	\$ 1,622	\$ 2,177	0.2%	1	16.7%	\$ 21,317	\$ 28,603
LONG BEACH	7	\$ 21,204	\$ 28,452	\$ 5,844	\$ 7,842	0.8%	2	28.6%	\$ 27,049	\$ 36,294
NORTHRIDGE	12	\$ 43,361	\$ 58,182	\$ 10,958	\$ 14,704	0.8%	4	33.3%	\$ 54,320	\$ 72,886
POMONA	6	\$ 26,350	\$ 35,356	\$ 4,801	\$ 6,443	0.5%	1	16.7%	\$ 31,151	\$ 41,799
SACRAMENTO	7	\$ 24,563	\$ 32,959	\$ 797	\$ 1,069	0.1%	2	28.6%	\$ 25,360	\$ 34,028
SAN BERN	2	\$ 9,698	\$ 13,013	\$ -	\$ -	0.0%	0	0.0%	\$ 9,698	\$ 13,013
SAN DIEGO	10	\$ 42,805	\$ 57,436	\$ 24,601	\$ 33,009	1.7%	6	60.0%	\$ 67,406	\$ 90,445
SAN FRAN	6	\$ 29,289	\$ 39,299	\$ 10,803	\$ 14,496	1.1%	3	50.0%	\$ 40,092	\$ 53,795
SAN JOSE	6	\$ 21,455	\$ 28,789	\$ 9,123	\$ 12,241	1.3%	3	50.0%	\$ 30,578	\$ 41,030
SAN MARCOS	2	\$ 9,300	\$ 12,478	\$ 4,556	\$ 6,114	1.5%	1	50.0%	\$ 13,856	\$ 18,592
SLO	7	\$ 19,199	\$ 25,761	\$ -	\$ -	0.0%	0	0.0%	\$ 19,199	\$ 25,761
SONOMA	4	\$ 9,822	\$ 13,180	\$ 8,304	\$ 11,142	2.3%	2	50.0%	\$ 18,127	\$ 24,322
STNISLAUS	1	\$ 5,152	\$ 6,913	\$ -	\$ -	0.0%	0	0.0%	\$ 5,152	\$ 6,913
All UAPD Employees	108	\$ 377,144	\$ 506,052	\$ 121,656	\$ 163,239	1.0%	38	35.2%	\$ 498,800	\$ 669,290

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Year 2 (Equity increase capped @ 4.35%)									
Campus	GSI Increase	GSI Increase (Sal + Bnfts)	Actual Equity Incr.	Actual Equity Incr. (Sal+Bnfts)	Opt1 Actual Salary Incr. %	# of EES Rcv'g Incr	% of EES Rcv'g Incr	Total Incr Y2 Salary Only	Total Incr Y1 Salary + Benefits
BKERSFIELD	\$ 10,341	\$ 14,214	\$ 15,444	\$ 21,228	4.5%	2	100.0%	\$ 25,786	\$ 35,442
CHICO	\$ 17,138	\$ 23,556	\$ 6,323	\$ 8,691	1.1%	2	40.0%	\$ 23,461	\$ 32,247
DOMINGUEZ	\$ 7,001	\$ 9,623	\$ 7,169	\$ 9,854	3.1%	2	66.7%	\$ 14,170	\$ 19,477
EAST BAY	\$ 15,871	\$ 21,814	\$ 2,614	\$ 3,593	0.5%	1	33.3%	\$ 18,485	\$ 25,407
FRESNO	\$ 14,453	\$ 19,866	\$ 891	\$ 1,225	0.2%	1	20.0%	\$ 15,345	\$ 21,091
FULLERTON	\$ 14,537	\$ 19,980	\$ 6,551	\$ 9,004	1.4%	2	40.0%	\$ 21,087	\$ 28,984
HUMBOLDT	\$ 19,975	\$ 27,455	\$ 9,786	\$ 13,450	1.5%	3	33.3%	\$ 29,760	\$ 40,905
LA	\$ 20,080	\$ 27,600	\$ 2,785	\$ 3,827	0.4%	1	16.7%	\$ 22,865	\$ 31,427
LONG BEACH	\$ 22,016	\$ 30,260	\$ 2,866	\$ 3,940	0.4%	1	14.3%	\$ 24,882	\$ 34,200
NORTHRIDGE	\$ 44,991	\$ 61,839	\$ 1,724	\$ 2,370	0.1%	1	8.3%	\$ 46,715	\$ 64,209
POMONA	\$ 27,284	\$ 37,502	\$ 926	\$ 1,273	0.1%	1	16.7%	\$ 28,210	\$ 38,774
SACRAMENTO	\$ 22,271	\$ 30,611	\$ 1,368	\$ 1,880	0.2%	2	28.6%	\$ 23,639	\$ 32,491
SAN BERN	\$ 9,989	\$ 13,730	\$ -	\$ -	0.0%	0	0.0%	\$ 9,989	\$ 13,730
SAN DIEGO	\$ 44,827	\$ 61,614	\$ 8,180	\$ 11,243	0.5%	5	50.0%	\$ 53,007	\$ 72,857
SAN FRAN	\$ 30,491	\$ 41,910	\$ 14,953	\$ 20,553	1.5%	2	33.3%	\$ 45,445	\$ 62,463
SAN JOSE	\$ 22,373	\$ 30,751	\$ 30,791	\$ 42,322	4.1%	5	83.3%	\$ 53,164	\$ 73,073
SAN MARCOS	\$ 9,715	\$ 13,353	\$ 7,822	\$ 10,751	2.4%	1	50.0%	\$ 17,537	\$ 24,104
SLO	\$ 19,775	\$ 27,180	\$ 745	\$ 1,024	0.1%	1	14.3%	\$ 20,519	\$ 28,204
SONOMA	\$ 9,946	\$ 13,670	\$ 7,198	\$ 9,894	1.9%	1	25.0%	\$ 17,144	\$ 23,564
STNISLAUS	\$ 5,307	\$ 7,294	\$ -	\$ -	0.0%	0	0.0%	\$ 5,307	\$ 7,294
All UAPD Employees	\$ 388,381	\$ 533,821	\$ 128,137	\$ 176,121	1.0%	34	31.5%	\$ 516,517	\$ 709,942

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Year 3 (Equity increase capped @ 100%)									
Campus	GSI Increase	GSI Increase (Sal + Bnfts)	Actual Equity Incr.	Actual Equity Incr. (Sal+Bnfts)	Opt1 Actual Salary Incr. %	# of EES Rcv'g Incr	% of EES Rcv'g Incr	Total Incr Y3 Salary Only	Total Incr Y1 Salary + Benefits
BKERSFIELD	\$ 11,115	\$ 15,610	\$ 21,128	\$ 29,040	5.7%	2	100.0%	\$ 32,242	\$ 44,316
CHICO	\$ 17,842	\$ 24,523	\$ 3,005	\$ 4,130	0.5%	1	20.0%	\$ 20,847	\$ 28,653
DOMINGUEZ	\$ 7,426	\$ 10,208	\$ 2,824	\$ 3,881	1.1%	1	33.3%	\$ 10,250	\$ 14,089
EAST BAY	\$ 16,425	\$ 22,576	\$ 2,957	\$ 4,064	0.5%	1	33.3%	\$ 19,382	\$ 26,640
FRESNO	\$ 14,914	\$ 20,498	\$ -	\$ -	0.0%	0	0.0%	\$ 14,914	\$ 20,498
FULLERTON	\$ 15,169	\$ 20,850	\$ 1,025	\$ 1,410	0.2%	1	20.0%	\$ 16,195	\$ 22,259
HUMBOLDT	\$ 20,868	\$ 28,682	\$ 7,909	\$ 10,871	1.1%	2	22.2%	\$ 28,777	\$ 39,553
LA	\$ 20,766	\$ 28,542	\$ 7,189	\$ 9,881	1.0%	1	16.7%	\$ 27,955	\$ 38,424
LONG BEACH	\$ 22,762	\$ 31,286	\$ 22,106	\$ 30,385	2.9%	2	28.6%	\$ 44,868	\$ 61,671
NORTHRIDGE	\$ 46,392	\$ 63,765	\$ -	\$ -	0.0%	0	0.0%	\$ 46,392	\$ 63,765
POMONA	\$ 28,130	\$ 38,665	\$ -	\$ -	0.0%	0	0.0%	\$ 28,130	\$ 38,665
SACRAMENTO	\$ 21,839	\$ 30,018	\$ 2,175	\$ 2,990	0.3%	2	28.6%	\$ 24,015	\$ 33,008
SAN BERN	\$ 10,289	\$ 14,142	\$ -	\$ -	0.0%	0	0.0%	\$ 10,289	\$ 14,142
SAN DIEGO	\$ 46,417	\$ 63,800	\$ -	\$ -	0.0%	0	0.0%	\$ 46,417	\$ 63,800
SAN FRAN	\$ 31,855	\$ 43,784	\$ 4,040	\$ 5,553	0.4%	2	33.3%	\$ 35,895	\$ 49,337
SAN JOSE	\$ 23,968	\$ 32,943	\$ 23,690	\$ 32,562	3.0%	3	50.0%	\$ 47,658	\$ 65,505
SAN MARCOS	\$ 10,241	\$ 14,077	\$ -	\$ -	0.0%	0	0.0%	\$ 10,241	\$ 14,077
SLO	\$ 20,390	\$ 28,026	\$ -	\$ -	0.0%	0	0.0%	\$ 20,390	\$ 28,026
SONOMA	\$ 10,460	\$ 14,377	\$ -	\$ -	0.0%	0	0.0%	\$ 10,460	\$ 14,377
STNISLAUS	\$ 5,466	\$ 7,513	\$ -	\$ -	0.0%	0	0.0%	\$ 5,466	\$ 7,513
All UAPD Employees	\$ 402,735	\$ 553,885	\$ 98,048	\$ 134,766	0.7%	18	16.7%	\$ 500,783	\$ 688,317