Academic Personnel Off-Scale Calculations

2017-2018

- **Professor Series Regular Salary Scales**
  

- **APP 6-13: Off-Scale Salaries**
  
  http://ap.uci.edu/policies-procedures/app/6-13/#open

- **Limitations of Off-Scale Salary**

  1. An off-scale salary may not be the same as any salary on the published scale for the particular title or series.
  2. An off-scale salary may not be less than the salary associated with the rank and step in the UC system-wide salary scales.
  3. Salaries above the thresholds require Presidential or Regental approval.

- **Using the UC Irvine Merit Scale**

  The UC Irvine Merit Scale should not be used when calculating a proposed salary at advancement.

- **Department Calculation at the time of advancement**

  Departments are expected to calculate all off-scale salaries at advancement using the UCOP Adjusted Scale, bringing over (maintaining) and adding it to the new, proposed base salary (the on-scale salary that is reflected on the UCOP Adjusted Scale for the proposed new rank and step). Adding the maintained off-scale component to the new base salary, we end up with a new total off-scale salary.

  If the new total off-scale salary is **less than** the on-scale base salary rate associated with the proposed rank and step on the **UCI Merit Scale**, the individual will be moved by the Office of Academic Personnel to the on-scale rate on the UCI Merit Scale, associated with his new rank and step. From this point forward, the faculty member will be on an on-scale salary rate and he will no longer have an off-scale salary. If the new total off-scale salary is **more than** the on-scale rate for the proposed rank and step on the UCI Merit Scale, the faculty will remain on the UCOP Adjusted Scale with an off-scale component.

  For questions or additional information, please contact Ms. Mary Morris (m.morris@uci.edu).