### BASE-BUILDING STAFF SALARY PROGRAM OPTIONS (November 2013)

<table>
<thead>
<tr>
<th>BARGAINING UNIT</th>
<th>NEGOTIATED</th>
<th>DISCRETIONARY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PERFORMANCE / MERIT</strong></td>
<td><strong>GENERAL and SERVICE INCREASES</strong></td>
<td><strong>RECLASSIFICATION &amp; IN-CLASS PROGRESSION</strong></td>
</tr>
<tr>
<td><strong>APC – Unit 4</strong> Academic Professionals of California</td>
<td>Merit salary increases or bonuses may be negotiated from System funds.</td>
<td>General Salary Increase (GSI) System-funded, negotiated percentage.</td>
</tr>
<tr>
<td><strong>CSUEU – Units 2, 5, 7 &amp; 9 California State University Employees Union</strong></td>
<td>Merit Salary Increase (MSI)</td>
<td>General Salary Increase (GSI) System-funded, negotiated percentage.</td>
</tr>
<tr>
<td><strong>SETC – Unit 6 State Employees Trades Council</strong></td>
<td>Extended Performance Increase (EPI) - Implementation of this program is bargained each year. - Based on performance and service.</td>
<td>General Salary Increase (GSI) System-funded, negotiated percentage.</td>
</tr>
<tr>
<td><strong>SUPA – Unit 8 Statewide University Police Association</strong></td>
<td>Performance-Based Salary Increase (PBSI) - Subject to negotiation and funding. May be awarded from campus funds. - Movement between steps or half-steps in a salary range or one time lump sum bonus. - Individual merit and effective employee performance as determined by the President.</td>
<td>General Salary Increase (GSI) System-funded, negotiated percentage.</td>
</tr>
</tbody>
</table>

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### NON-BASE BUILDING STAFF SALARY PROGRAM OPTIONS (November 2013)

<table>
<thead>
<tr>
<th>BARGAINING UNIT</th>
<th>PERFORMANCE</th>
<th>CRITICAL SKILLS</th>
<th>RECRUITMENT</th>
<th>RETENTION</th>
<th>OTHER</th>
</tr>
</thead>
</table>
| **APC – Unit 4** Academic Professionals of California | Merit Bonus Program  
A merit bonus pool also may be made available from system funds based on negotiations. One-time, lump sum bonus used in recognition of one-time or special project performance, for members of a team in recognition of their performance as a team based on criteria established by the campus, above average performance in general, or other significant contributions to the campus and/or CSU community. | Campus-funded  
- Used to recognize skills necessary and critical to ongoing operations.  
- Skills must be actively applied to receive the bonus. | Campus-funded  
- Used for inducement to join CSU.  
- Must be returned if probationary period not completed. | Campus-funded  
- For retention of positions critical to operations, difficult to recruit for or skills in short supply.  
- Requirements must be in writing.  
- Minimum 12 month commitment. | 1. Long-Term Service Bonus (LTS)  
2. Educational Achievement Stipend (EAS)  
3. Budget Shortfall Mitigation Bonus (BSM) |
| **CSUEU – Units 2, 5, 7 & 9** California State University Employees Union | Campus-funded  
Can be provided for:  
- Recognition of employees at the top of their salary range.  
- Individual or group award for exceptional performance based on pre-established criteria. | Campus-funded  
- Used to recognize critical skills.  
- Skills must be actively applied to receive the bonus. | Campus-funded  
- Used for inducement to join CSU.  
- Must be returned if probationary period not completed. | Campus-funded  
- For retention of positions critical to operations, difficult to recruit for or skills in short supply.  
- Requirements must be in writing.  
- Minimum 12 month commitment. | Salary stipends for temporary project or lead work coordination or other special assignments.  
Stipends are paid monthly and must be 3% to 10% of base monthly salary. Campus-funded. |
| **SETC – Unit 6** State Employees Trades Council | Performance-Based Salary Increase (PBSI)  
Campus funds may be used to award meritorious performance at any time. May be a base pay increase or one-time bonus. | Campus-funded  
- $500 one-time bonus granted for employees who complete identified certification programs.  
- $250 bonus paid if certification required to be maintained. | Not available | Not available | |
| **SUPA – Unit 8** Statewide University Police Association | Campus-funded  
- Recognition of exceptional performance as a lump sum bonus. | Not available | Not available | Campus-funded  
- For retention of positions critical to operations, short supply in labor market and/or difficult to recruit for.  
- Requirements must be in writing.  
- Minimum 12 month commitment. | Monthly stipends for  
- POST certification.  
- Special assignments. |

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