September 19, 2017

TO: Department Heads, Managers and Business Officers

FR: Kathy Moore, Compensation Manager, Human Resources

**RE: Upcoming Minimum Wage Increases – Effective October 1, 2017 and January 1, 2018**

There are two increases to minimum wage requirements that will become effective in the coming months:

**1. UC Fair Wage/Fair Work Plan Increase – Effective October 1, 2017**

Any newly appointed employees (or employees currently earning less than $15 per hour), that are appointed at 50% time or more in a career, partial-year career, contract and/or limited appointment type, are required to be paid a minimum of $15 per hour effective October 1, 2017. *This does not apply to students appointed as casual-restricted.*

This is the third and final year of President Napolitano's UC Fair Wage/Fair Work (FW/FW) Plan. The FW/FW Plan is a three year minimum wage plan that guarantees all UC employees (career, partial year career, limited, and contract), appointed at 50% or more, will be paid at least $15 per hour no later than October 2017.

To review the memo sent to campus management the last two years, please visit the Compensation web site at <http://www.hr.ucsb.edu/compensation/salary-increase-programs/minimum-wage-students>

For an overview of the FW/FW Plan and FAQs, please visit the UC Net site at <http://ucnet.universityofcalifornia.edu/compensation-and-benefits/fairwage/index.html>

**2. California Minimum Wage Increase – Effective January 1, 2018**

Effective January 1, 2018 the California Minimum Wage will increase from $10.50 per hour to $11.00 per hour. This change primarily impacts casual-restricted Student Assistant staff employees currently paid less than $11.00 per hour. This change will be processed centrally through HR with more information coming later this Fall.

If you have any questions regarding these upcoming changes, please contact the Compensation Analyst that supports your department:

Amy Arnold, extension 4068

Tamara Berton, extension 4661

Linda Broen, extension 4832

Angie Mignone, extension 4459  
Kathy Moore, extension 7137

Thank you,

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