

Procedures and Form for the Request of an In-Range Progression (IRP)
For Employees Represented by the Union of American Physicians and Dentists (UAPD) Unit 1

Article 19.8 of the Agreement between the Board of Trustees of the California State University and the Union of American Physicians and Dentists defines an In-Range Progression as an increase within a salary range.

Requests may be initiated by management or employees and are routed through the appropriate program manager for funding approval and review, to determine if the submitted justification meets the appropriate criteria. The minimum IRP salary increase is 3%. How HYHU DW QR WLPH FDQ WKH DPRXQW H[FHHG WKH PD[L P X classification.

Following are the criteria cited, but not limited to in the Agreement including information that will assist in the development of the justification:

- x Assigned application of enhanced skill or skills: What skills have been acquired and/or enhanced? Are these new/enhanced skills critical in carrying out the requirements of the position? Are the enhanced skills applied in an

