Salary Program

- The 2013-14 salary program is a 3 percent general salary increase for non-represented career staff. Individual employee’s increases of 3 percent may vary due to eligibility requirements.

Effective Dates

- For monthly paid employees the effective date of the increase is July 1, 2013.
- For bi-weekly paid employees the effective date of the increase is July 7, 2013.

Eligibility Requirements for the General Salary Program

The following employee groups are excluded from the 2013-14 salary program:

- Top senior management members, including the president, chancellors, executive and senior vice presidents and other senior managers who report directly to the president.
- Medical center chief executive officers, direct reports to the Regents, certain other senior managers, and athletic coaches whose salaries are covered by multiyear contracts. Certain other managers include: Any salary increase for Level 2 SMG must be less than 10% and resulting compensation must be below the 75th percentile of the applicable Market Reference Zone. Level 2 SMG whose salary is at or above the 75th percentile are ineligible for a salary increase under this program.
- Employees who did not receive the appraisal rating of “Meets Expectation” or greater.
- Employees hired on or after January 1, 2013.
- Contract (PSS and MSP), Per Diem and Limited Term Employees.
- Those employees for whom 3 percent would exceed the range.
- Union-represented employees.
Process Details

- Increases will be reflected in the August 1, 2013 checks for monthly paid employees.
- Increases will be reflected in the July 31, 2013 checks for bi-weekly paid employees.
- The salary increases will be processed in mass by Payroll in coordination with Human Resources.

Market Equity Program

As stated in an announcement from the Chancellor, in addition to the 3% general salary increase for eligible non-represented staff the campus will review equity of non-represented staff salaries by setting aside a modest amount of funds from all sources to address highest priority market issues. This is a separate process from the general salary increase program and as such will be decided in September and implemented in October 2013 for those to whom it applies. Generally, it will be used to address some of our most pressing equity issues caused by circumstance such as:

- Salary differentials between non-represented supervisors and represented staff that may have become compressed due to historically more aggressive pay increases for represented staff.
- Salary differentials between lower level analyst staff and clerical staff due to historically more aggressive pay increases for represented staff.
- Decisions to hire new employees at rates higher than those of existing staff at the same classification level.
- The need to reward top performers to reduce difficulty retaining staff in specific functions or with specialized skills because they are recruited by competitors offering higher salaries.

Process Details

The information below provides general information about the Staff Equity Program. More specific information and instruction will be forthcoming.

Each Dean and Vice Chancellor’s Office will receive from Human Resources a roster of eligible employees and additional supporting data. In combination with criteria and program goals provided above, HR will provide initial recommendations as to the proposed recipients, award amounts and the rationale for the allocation. Each dean and vice chancellor will be asked to make final recommendations based on this analysis and available funds for final review and approval by Human Resources.

The salary increases will be processed by Payroll in coordination with Human Resources.

- Increases will be reflected in the November 1, 2013 checks for monthly paid employees.
- Increases will be reflected in the October 23, 2013 checks for bi-weekly paid employees.