

General Salary Increase Program for policy-covered staff July 2024

Eligible employees will receive a 4.2% increase to base pay

- Effective June 23rd (BW) and July 1st (MO)
- Pay Dates July 17th (BW) and August 1st (MO)

Eligible Employees:

1. Non-represented employees in career or partial year career appointments who:
 - a. Were hired on or before January 2, 2024 and who have successfully completed their probationary period as indicated by the employee's status in payroll as of July 2, 2024. Questions regarding probationary status are addressed in PPSM 22 and Local Procedure 22.
 - b. Are on active pay status as of the effective date (June 23, 2024 bi-weekly and July 1, 2024 for monthly paid employees) AND on active pay status on the payout date (July 17, 2024 for biweekly paid staff and August 1, 2024 for monthly paid staff.)
 - c. If on unpaid approved leave status the increase will be implemented upon return to active pay status.
2. Contract employees whose contracts specifically indicate that they are eligible to participate in the campus salary program. (E.g. "Any changes in your salary shall be in accordance with UC Personnel Policies for Staff Members, Policy 30, Compensation.") who:
 - a. Were hired on or before January 2, 2024.
 - b. Are on active pay status as of the effective date (June 23, 2024 bi-weekly and July 1, 2024 for monthly paid employees) AND on active pay status on the payout date (July 17, 2024 for biweekly paid staff and August 1, 2024 for monthly paid staff.)
3. Employees who transferred from another University of California location who are otherwise eligible will be eligible at UCR, provided that there was no break in service between their appointments.
4. PPSM 30 requires that "an individual salary shall be within the salary range that is assigned to the position." Individuals who are at or near the range maximum will be eligible for an increase up to the range maximum with any equivalent portion in excess of maximum given as a lump sum payment that does not add to base salary.
5. Members of the Senior Management Group (SMG) are eligible subject to the usual limits and approval processes.
6. Police Sergeants will receive the 4.2% increase (range adjusted to accommodate increase).

7. Health care positions covered by Senate Bill 525 must meet the minimum pay requirement of \$23 per hour as of June 1, 2024. Policy Covered employees that did not receive an increase or increase less than 4.2% related to SB 525 will receive the balance through Policy Covered Increase. Eligible Policy Covered employees will receive at least a 4.2% increase through SB 525 and/or the Policy Covered Increase.

Ineligible Employees:

1. Employees rated in the current performance program “Unsatisfactory Performance (1) or Performance Needs Improvement (2)” OR in the pilot performance development program “Improvement Needed (1)” on their most recent evaluation are not eligible for the salary increase.
2. Probationary employees as of July 2, 2024
3. Employees hired after January 2, 2024
4. Employees in contract appointments where the contract does NOT specifically include provisions for participation in the campus-wide salary programs. (E.g., Any changes in your salary shall be in accordance with Personnel Policies for Staff Members (PPSM) 30: Compensation.)
5. For employees in positions covered under collective bargaining agreements, their compensation is determined by the contract terms in their respective labor agreements.
6. Those employed in limited, per diem, or casual/restricted appointment types and anyone covered by Academic Personnel Policies.
7. Employees who separate from the University on or before the pay-out date.

Questions about eligibility, pay dates, increase amounts, etc. should be directed to the Human Resources representative for your organizational unit.

Funding

The intent is for central campus funding to be provided for staff that are permanently budgeted on July 1, 2024 and paid on general core funds (19900/19924/19942) or student services fees (20000/20027) Organizational units must ensure that the total 4.2% salary increase funding is fully allocated. However, this may change depending on the outcome of the Governor’s May revise and the discussions of campus leaders with regards to balancing the FY25 UCR Budget.

Human Resources will be working with the organizational units and UCPath in the coming weeks to ensure timely and consistent implementation of the salary increase program for policy covered staff.

If you have questions related to the staff salary increase program, please contact compensation@ucr.edu