



July 1, 2025

Dear Campus Community,

I write my final salary program letter to announce that the University of California will proceed with a 3.2% base salary increase for policy-covered staff employees and policy-covered academic employees for the 2025-2026 fiscal year. The general salary adjustment will not be a “merit” allocation this year. However, employees must receive a minimum overall rating of "meets performance expectations" (or, for pilot participants, "successful") on their 2025 performance appraisal to meet [eligibility requirements](#) for the general salary increase.

The 3.2% increase to base salaries will be effective July 1, 2025. The adjustment to the academic salary scales will be effective October 1, 2025, for policy-covered faculty. In addition to the 3.2% increase on salary scales, off-scale and above-scale salary components will also increase 3.2%. Finally, please note that union-represented staff employees and academics are not included in this program, as their wages are governed by collective-bargaining agreements.

Again, thank you for your daily dedication to serving our students, faculty, and employees.

Sincerely,

Kim A. Wilcox  
Chancellor