



## General Salary Increase Program for Policy-Covered Staff

### July 2026

The 2026-2027 Salary Program for Policy-Covered employees will include a 4% general wage increase and a 1% equity adjustment to base pay. The effective dates are June 21 for bi-weekly and July 1 for monthly employees. Eligible employees will notice salary increases on the following pay dates:

- Bi-weekly employees - July 29, 2026 with retro back to June 21, 2026
- Monthly employees - July 31, 2026

#### Eligible Employees:

- Non-represented employees in career or partial year career appointments who:
  - were hired on or before January 2, 2026, and who have successfully completed their probationary period as indicated by the employee's status in payroll as of July 2, 2026.
    - Questions regarding probationary status are addressed in UC's Personnel Policies for Staff Members (PPSM)-22: Probationary Period and UCR Local Procedure 22.
  - are on active pay status as of the effective date (June 21, 2026, bi-weekly and July 1, 2026, for monthly paid employees) AND on active pay status on the payout date (July 29, 2026, for bi-weekly paid staff and July 31, 2026, for monthly paid staff.)
  - If on unpaid approved leave status, the increase will be implemented upon return to active pay status.
- Non-represented employees in contract appointments 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 PPSM-30: Compensation."), who:
  - were hired on or before January 2, 2026.
  - are on active pay status as of the effective date (June 21, 2026, bi-weekly and July 1, 2026, for monthly paid employees) AND on active pay status on the payout date (July 29, 2026, for bi-weekly paid staff and July 31, 2026, for monthly paid staff).
- 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.
- 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 and must be approved by UCOP.
- Members of the Senior Management Group (SMG) are eligible subject to the usual limits and approval processes.
- Police Sergeants: information forthcoming.



- Health care positions covered by Senate Bill 525 must meet the minimum pay requirement of \$25 per hour as of July 1, 2026.
  - Policy-covered employees will receive at least a 4% increase through SB 525 and/or the policy-covered general increase. Those employees who did not receive an increase or an increase of less than 4% related to SB 525 will receive the balance through the policy-covered increase.

### **Ineligible Employees:**

- Employees rated in the current performance program “Unsatisfactory Performance (1) or Performance Needs Improvement (2)” OR in the eperformance development program “Improvement Needed (1)” on their most recent evaluation are not eligible for the salary increase.
- Probationary employees as of July 2, 2026
- Employees hired after January 2, 2026
- 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 PPSM-30: Compensation.”).
- For employees in positions covered under collective bargaining agreements, or in positions recognized by the University as represented by a union, their compensation is determined by the contract terms in their respective labor agreements.
- Those employed in limited, per diem, or casual/restricted appointment types and anyone covered by Academic Personnel Policies. Separate guidelines exist for the 2026-2027 Academic Salary Program.
- Employees who separate from the University on or before the pay-out date.

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

### **Funding**

The Campus Budget Office/Finance Planning and Analysis will communicate funding implementation details to the departments.

### **Process Timing**

Central Human Resources Compensation will work 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.