

DATE: July 10, 2007  
TO: Campus Community  
FROM: Robert N. Shelton, President  
SUBJECT: Salary Adjustment Programs FY 2007-2008

Governor Napolitano recently signed legislation that provides FY 2007-2008 salary increases averaging 3.25% for state employees effective July 1, 2007.

The University will distribute the salary package through three programs. These programs are a Merit/Market/Equity Salary Adjustment Program for faculty and appointed personnel, a General Adjustment Salary Increase for classified staff and a classified staff Re-Grading Plan.

### **ELIGIBILITY**

To be eligible individuals must have been employed at the University on or before January 2, 2007 in a benefits eligible position. Individuals whose performance has been documented as less than satisfactory will be ineligible for an increase.

### **MERIT/MARKET/EQUITY SALARY ADJUSTMENT PROGRAM**

Faculty and other appointed personnel will be eligible for salary increases through a Merit/Market/Equity Salary Adjustment Program. These increases will be awarded based on plans approved by the deans and vice presidents in accordance with shared governance protocols. Increases allocated under these plans will appear on the September 28, 2007 paycheck retroactive to July 1, 2007.

### **GENERAL ADJUSTMENT SALARY INCREASE**

Classified staff will receive a 3.25% General Adjustment Salary Increase. The increase will appear in the August 17, 2007 paycheck and will be retroactive to July 1, 2007.

### **CLASSIFIED STAFF RE-GRADING PLAN**

Concurrent with the General Adjustment Increase, the University will re-grade 244 of the 520 active classified staff job titles.

### **IMPLEMENTATION**

Salary Adjustment Information/Guidelines and information related to the Re-Grading Plan are posted on the Human Resources web page at [http://www.hr.arizona.edu/04\\_comp/proj.php](http://www.hr.arizona.edu/04_comp/proj.php). Departments with affected non-state funded positions will have until June 30, 2008 to fund an increase. Detailed college/department-specific information about these salary programs will be distributed to administrators by Systems Control and Human Resources.