

DATE: February 27, 2006  
TO: Campus Community  
FROM: Peter Likins, President  
SUBJECT: March 2006 Salary Increases

Governor Napolitano signed into law H.B. 2661, which provides salary increases for state employees. Upon approval by the Arizona Board of Regents, the University will distribute the salary package through three programs.

#### GENERAL ADJUSTMENT SALARY INCREASE

Benefits eligible faculty, administrators, non-faculty appointed personnel and classified staff, as well as graduate assistants/associates on the payroll as of March 10, 2006 are eligible for the \$1,650 general adjustment pro-rated by FTE. College Deans, Senior Vice Presidents, the Executive Vice President and the President will receive both temporary and permanent state and locally allocated funding to support increases for individuals paid from these types of accounts. Principal investigators administering grants/contracts and managers of auxiliary funded units who cannot currently support the increase will have a twelve month window for implementation.

Eligible employees will receive the general adjustment in their March 31, 2006 paychecks reflecting the increase as of March 13, 2006.

#### MERIT/MARKET/EQUITY SALARY INCREASE

These increases will be awarded based on merit/market/equity plans approved by senior level administrators. Benefits eligible employees hired as of September 15, 2005 are eligible. A current satisfactory performance evaluation (dated no sooner than March 13, 2005) is required for an employee to be considered for a merit increase. College Deans, Senior Vice Presidents, the Executive Vice President and the President will receive both temporary and permanent state and locally allocated funding to support increases for individuals paid from these types of accounts. We currently anticipate receiving from the State \$8,415,108 in annualized salary funds. As is our custom, we will provide comparable percentage increases in locally allocated funds through reallocation. Eligible employees funded by grants/contracts or auxiliary/sales and service funds may have the adjustment deferred for up to a twelve month period.

Employees selected to receive this increase will see it reflected in their May 12, 2006 paychecks retroactive to March 13, 2006.

#### CLASSIFIED STAFF RE-GRADING

As an element of the market adjustment process, the University will be re-grading many classified staff job titles concurrent with the general adjustment. A list of the re-graded job titles is located on the Human Resources website at [www.hr.arizona.edu/](http://www.hr.arizona.edu/).

Administrative guidelines and detailed information about these salary programs will be distributed to Deans, Directors and Department Heads soon.