
From: Scott Green, President <noreply@uidaho.edu>
Sent: Tuesday, April 19, 2022 9:43 AM
To:
Subject: Eligible Employees Will Receive Minimum 2% Pay Increase



TO: University of Idaho Employees
FROM: Scott Green, President
DATE: April 19, 2022
SUBJECT: Eligible Employees Will Receive Minimum 2% Pay Increase

Thank you to each of you for your hard work this year. It has not been without its challenges, but I think we can agree that the bright future ahead of us makes it worth it. We are pleased to provide all eligible employees with a minimum 2% cost of living pay increase effective Sunday, June 26.

The legislature approved an overall 5% increase in the general education salary pool for all permanently budgeted employees. For the first time since 2010, we received full CEC funding for all general education employees. In recent years, the state supported just those employees funded on appropriated dollars, requiring universities to raise tuition to match the increase for all employees funded from dedicated sources. Approximately half of our general education employees are funded on dedicated lines. Funding increases on dedicated sources is referred to as a funds shift and means the state is taking full responsibility in funding the compensation increases for

all general education employees. Employees funded solely by student fees are not considered general education employees, so those increases will continue to be funded by increases in student fees.

This does not mean every employee automatically receives a 5% raise.

Some funding comes off the top for items including:

- Faculty promotions
- TA pay increases to remain competitive with other universities
- Increasing the university's minimum hourly and annual exempt salary rates

The remaining funding will be divided into three pools:

1. A 2% cost of living adjustment for all eligible employees,
2. Bringing all employees to at least 80% of their individual target salary, and
3. Over \$1 million for merit funding.

Cost of Living Increase

Employees who met expectations on their 2021 annual performance review will receive a 2% increase. Employees hired through April 1, 2022, whose managers have filed the proper documentation with Human Resources, are also eligible.

80% of Target

All employees have both market and target salaries (visible in VandalWeb). Market rate is based on market data from both higher education and private industry. Target rate is unique to an individual, providing credit above the minimum target rate for factors such as higher levels of education than required for the classification of the position, years of service and years doing like work. Getting all employees to their target rate has been a goal for several years.

Working toward that goal, employees below 80% of target will receive an automatic increase to that mark. Units may fund additional equity increases as budgets allow to address compression and further progress towards target.

Merit

- There is no doubt everyone has worked hard this year. The budget cuts of years past left many units understaffed. A difficult hiring market also played a part. Then, of course, there was COVID-19. While we certainly appreciate everyone's effort, we want to recognize those that have contributed at levels well above expectations. Detailed guidelines will be distributed to units with their CEC spreadsheets. Because we want to reward those that have been at the university and contributing, vacant PCNs will not receive increases.
- Faculty promotion increments are to be added after all other increases.

Our change in employee compensation strategy has been developed based on the general education budget and employees paid with those funds. While we are hopeful and expect that all other funding sources align with the same strategies and priorities, there may be instances where financial restrictions may alter the above outlined compensation plans.

The ability to make progress on our pay issues in a comprehensive way is a sign that our work is paying off. We will continue to work hard toward our common goals and plan to continue investing in you — our valued employees.

Go Vandals!

Scott Green
President

president@uidaho.edu
uidaho.edu/president

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University of Idaho
875 Perimeter Drive
Moscow, ID 83844

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