

From: [UGA Administrative Memos](#)
To: ADMNDIRECTORS-L@LISTSERV.UGA.EDU
Subject: FY2022 Staff Compensation Updates
Date: Tuesday, January 18, 2022 11:00:19 AM

TO: Vice Presidents, Deans, Department Heads, and Directors

FROM: Jere W. Morehead, President
S. Jack Hu, Senior Vice President for Academic Affairs and Provost
Ryan A. Nesbit, Vice President for Finance and Administration

RE: FY2022 Staff Compensation Updates

As we begin a new year together, we would like to provide an update on the University's ongoing efforts to address staff recruitment and retention challenges. Labor market conditions continue to affect organizations across the country, and in September, UGA announced several steps to further recognize and retain our valuable staff members. This message outlines next steps and recaps the measures that have been taken so far.

In addition to the steps outlined below, we are very grateful for the proposed pay increases included in the budget recommendations released by the Governor last week and are hopeful that they will be supported by the General Assembly. Please note that the actions outlined below are in addition to these proposed increases and any other increases that may be approved by the General Assembly.

Starting this month, the University will take these steps:

- **Staff Salary Compression and Inversion adjustments for individuals in the \$45,000-\$80,000 salary range:** Staff members with at least one year of service within this pay range will be reviewed using the University's Salary Compression and Inversion (SCI) methodology to determine any necessary adjustment amounts. Where adjustments are needed to address compression and inversion, increases will range from 1% to 4% of salary and will be effective February 1, 2022. We will soon share more details on affected individuals, increase amounts, timing, and funding.
- **Comprehensive Market Benchmarking and Mapping:** The University has also begun a comprehensive review of its current salary structure compared to the job market for comparable positions in both the public and private sectors. The goals of this review are to ensure job market competitiveness, internal equity, and fiscal responsibility. More details will be shared as this review progresses with the goal of completing it during the next fiscal year.

Since the beginning of the fiscal year, the University has taken these steps:

- **Staff Salaries – Minimum Hiring Rate:** UGA directed additional funds from the FY2022 budget to further increase its minimum hiring rate (MHR) for benefits-eligible staff. The MHR increased to \$27,175 from \$26,175. This was an increase of approximately 5% from the current level and is nearly 9% above the FY2021 rate.

- **Staff Salaries – Compression/Inversion (SCI) Adjustments resulting from increases to the minimum hiring rate:** In July, UGA provided additional funding for SCI adjustments for staff making less than \$45,000 annually. In October, the University further applied compression and inversion adjustments to salaries ranging between \$27,500 and \$50,000 as outlined in the below table.

Salary Range	% Increase
\$27,500 or less	5.0%
\$27,501 - \$30,000	5.0%
\$30,001 - \$32,500	4.5%
\$32,501 - \$35,000	4.0%
\$35,001 - \$37,500	3.5%
\$37,501 - \$40,000	3.0%
\$40,001 - \$42,500	2.5%
\$42,501 - \$45,000	2.0%
\$45,001 - \$47,500	1.5%
\$47,501 - \$50,000	1.0%

- **Part-Time Staff and Students – Minimum Hourly Rate:** The FY2022 budget was also increased to ensure that all non-benefits-eligible, part-time staff are earning a minimum of \$11.50 per hour (last year's minimum hourly rate was \$10.25 and was recently increased to \$11.00). The minimum hourly rate for students was also increased to \$9.50 per hour.
- **Interim Market Retention Steps:** In addition to the increases above, units were permitted to apply interim market midpoints to positions at risk for attrition and critical to business operations within their units to request further increases.
- **Simplified Discretionary Salary Adjustments:** Departments now have a new, simplified process for making discretionary salary adjustments. This process provides more decision-making authority to units and an expedited path for changes to go into effect.

We remain ever grateful to the dedicated staff of this institution, who are pivotal to the continued success of the University of Georgia. More details on the measures outlined in this memo will be shared soon. If you have any initial questions, please contact University Human Resources at hrweb@uga.edu.

##

Administrative Memos are coordinated through the Office of the Senior Vice President for Academic Affairs and Provost. For more information, contact Sam Fahmy at sfahmy@uga.edu.