The following represents salary increase guidelines to be followed by all University of Georgia units and for ALL fund sources.

Recommended salary increases must remain confidential until approved through the University administrative process. No salaries will be official until final budgetary approval has been received from the Board of Regents.

GENERAL GUIDELINES
The Board of Regents’ 2023 Salary and Wage Administration guidance does not authorize the University System of Georgia institutions to provide merit-based salary increases. Thus, no merit-based salary increases shall be granted to University of Georgia employees for FY 2023.

The Fiscal Year 2023 budget does provide a $5,000 Cost of Living Adjustment (COLA) for active, full-time, benefits-eligible faculty and staff of the University System of Georgia Board of Regents and is effective April 1, 2022. The increase will be prorated based on full time equivalency (FTE). Non-benefited employees, including temporary and those working less than 30 hours are not eligible. Employees who began before April 1, 2022 had their rate adjusted to $32,500 with the Cost of Living Adjustment. The University’s minimum hiring rates for other positions are published on Human Resources website.

1) As of July 1, 2022, the minimum hiring rate (MHR) will increase to $31,500 ($15.14 per hour; however, employees who began before April 1, 2022 had their annual salary rate adjusted to at least $32,500 with the Cost of Living Adjustment.
   a) Per the above referenced COLA, any regular, benefit-eligible employee who began before April 1, 2022 will have a full-time equivalent salary of at least $32,500 ($15.63 per hour).
   b) Any regular, benefit-eligible (current or future) employee hired on or after April 1, 2022 will have a full-time equivalent salary of at least $31,500 ($15.14 per hour) on or before July 1, 2022.

2) UGA has also established a minimum hourly rate of $12.75 per hour for part-time or temporary staff and a minimum of $10.50 per hour for student employees. These minimum rates will go into effect July 1, 2022.

3) The base graduate assistantship rate will increase by 2.0%. Units should follow the graduate assistantship salary rate schedule effective July 1, 2022 as published by the Graduate School.

FUNDING GUIDELINES
Funding for salary increases will be allocated to Resident Instruction general fund units during budget development on the FY 2023 Allocation Sheets. Other non-general fund operations must provide equivalent funding to meet the salary increase guidelines for FY 2023 unless noted below.
1) The FY 2023 Allocation Sheets for units supported by UGA’s Resident Instruction budget will include funding to annualize the FY22 minimum hiring rate and associated salary compression/inversion completed during the current fiscal year.

2) A Cost of Living Adjustment allocation is included on the FY 2023 Allocation Sheets for units supported by UGA’s Resident Instruction budget; the amount of this allocation is equivalent to the COLA for eligible employees. The University is committed to ensuring all employees, regardless of funding source, benefit from this salary increase and that no unit should be financially disadvantaged. PIs and Directors of non-state funded units should work with their leadership to determine the amount of bridge funding that may be needed and request through their respective Dean or Vice President. There will need to be a plan to fully assume these salary increases during the course of the upcoming fiscal year and beyond.

3) UGA is increasing its minimum hiring rate to $31,500 on July 1, 2022; however, employees who began before April 1, 2022 had their annual rate adjusted to at least $32,500 with the Cost of Living Adjustment.

4) Additional FY 2023 Resident Instruction general funds are also included on the FY 2023 budget to increase graduate assistantship rates.

   For assistantships supported through externally awarded grants and contracts, faculty Principal Investigators should fund the full 2% increase through existing awards; if it is impossible to support any or all of the increase because of grant restrictions or available funding, the University can offer temporary assistance to help fund the stipend adjustment.

   The new fiscal year 2023 full time base rates are below:

   Master student graduate assistants: $55,600
   Doctoral student graduate assistants: $60,100

**PERFORMANCE EVALUATIONS**

This year, as has been the case in the past, there must be on record in your office a written performance evaluation for all personnel.

Staff: Each classified staff member must have received a written performance evaluation in accordance with the Performance Assessment of Staff Employees policy [http://www.policies.uga.edu/FA/nodes/view/1142/Performance-Assessment-of-Staff-Employees](http://www.policies.uga.edu/FA/nodes/view/1142/Performance-Assessment-of-Staff-Employees)

Faculty: Faculty members, regardless of responsibility, must receive a written annual performance evaluation. UGA Academic Affairs Policy 1.06-1 – [http://provost.uga.edu/index.php/policies/academic-affairs-policy-manual/1-06-evaluation](http://provost.uga.edu/index.php/policies/academic-affairs-policy-manual/1-06-evaluation)
**SALARY INCREASE EFFECTIVE DATES**
Salary increases for employees paid on the academic payroll will go into effect in August 2022. Salary increases (excluding promotions and reclassifications) for fiscal year employees paid on the monthly and bi-weekly payrolls will go into effect July 1, 2022.

**CLASSIFIED STAFF**

** Classified Staff Salary Ranges**
The University of Georgia Staff Compensation (Pay) Plan will be used in the preparation of the FY 2023 budget. While the annual minimum salary level will be increased to $31,500 on July 1, 2022, no other adjustments are anticipated to be made to the annual minimum and maximum pay ranges for classified positions during budget planning and salary setting. Salaries will be allowed to exceed the top of the pay range established in the pay plan.

The University is also allocating funding to ensure that all temporary or part-time staff are earning a minimum of $12.75 per hour and that all student employees are earning a minimum of $10.50 per hour.

**Other Classified Staff Salary Issues**
Salary adjustment requests to address issues such as retention, promotion, reclassification, competitive offer, internal equity, etc. must be submitted to University Human Resources as part of existing administrative processes already in place for such requests.

**FACULTY**

**Faculty Promotions**
Promotional salary adjustments will go into effect with the corresponding academic and fiscal contract date(s). For FY 2023, funds are being provided to award promotional salary increases as follows:

1. $7,000 for tenured faculty being promoted to Professor.
2. $6,000 for tenure-track and tenured faculty being promoted to Associate Professor.
3. $4,000 for lecturers being promoted to Senior Lecturer.
4. $7,000 for promotion to Sr. Public Service Associate.
5. $6,000 for promotion to Public Service Associate.
6. $4,000 for promotion to Librarian IV.
7. $3,000 for promotion to Librarian III.
8. $2,000 for promotion to Librarian II.