UNIVERSITY OF GEORGIA SALARY ADMINISTRATION GUIDELINES FISCAL YEAR 2026

The following represents salary administration 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' 2026 Salary and Wage Administration guidelines allow for targeted, merit-based increases to recognize and reward up to 15 percent of faculty and staff for their outstanding service. UGA is in the process of implementing this targeted merit-based salary program for FY26 and will provide additional information on the guidelines and the process to make recommendations in the near future. In the meantime, the University will be allocating funding for some limited salary adjustments outlined below.

- 1) As of July 1, 2025, the minimum hiring rate (MHR) for regular, fully benefitted staff will increase to \$34,500 (\$16.587 per hour). This increase will coincide with UGA's implementation of the Journeys initiative to modernize our approach to salary setting and administration.
- 2) UGA has also established a minimum hourly rate of \$14.00 per hour for non-benefitted, part-time or temporary staff and a minimum of \$11.75 per hour for student employees. These minimum rates will go into effect July 1, 2025.
- 3) The base graduate assistantship rate will increase by 2.0%. Units should follow the graduate assistantship salary rate schedule effective July 1, 2025 as published by the Graduate School.

Academic units, at their discretion, can implement additional graduate assistant increases as funding allows, but must first clearly document and receive approval for how any additional increase will not adversely impact the instructional mission. Details of this plan must be provided to the Office of Academic Fiscal Affairs.

The University's minimum hiring rates for other positions are published on the University Human Resources' website.

FUNDING GUIDELINES

Funding for salary increases will be allocated to Resident Instruction general fund units during budget development on the FY 2026 Allocation Sheets. Other non-general funded operations must provide equivalent funding to meet the salary increase guidelines for FY 2026 unless noted below.

- 1) UGA is increasing its minimum hiring rate to \$34,500 on July 1, 2025.
- 2) Additional FY 2026 Resident Instruction general funds are also included in the FY 2026 budget to increase part-time or temporary staff, student employees, and graduate assistantship rates.

For graduate assistantships supported through externally awarded grants and contracts, faculty Principal Investigators should fund the full 2% increase through existing awards. Grants and awards should have 3% increases included in their proposals and awarded budgets; therefore, the university will not fund the 2% for those graduate assistants paid from grants and contracts.

The new FY 2026 full-time base rates are below:

Master student graduate assistants: \$60,370 Doctoral student graduate assistants: \$65,665

PERFORMANCE EVALUATIONS

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

Staff: Each classified staff member should have received their performance evaluation in accordance with the Performance Assessment of Staff Employees policy and completed through UGA's Professional Education Portal (PEP).

Faculty: Faculty members, regardless of responsibility, must receive a written annual performance evaluation.

SALARY INCREASE EFFECTIVE DATES

Salary increases for employees paid on the academic payroll will go into effect in August 2025. Salary increases (excluding promotions and reclassifications) for fiscal year employees paid on the monthly and bi-weekly payrolls will go into effect July 1, 2025.

CLASSIFIED STAFF

Classified Staff Salary Ranges

The University of Georgia Staff Compensation (Pay) Plan will be used in the preparation of the FY 2026 budget. While the full-time annual minimum salary rate will increase to \$34,500 on July 1, 2025, the implementation of a new classified staff salary structure via the Journeys initiative is anticipated to result in minimum rate adjustments for a limited number of classified staff positions across the salary structure during budget planning and salary setting.

The University is also allocating funding to ensure that all temporary or part-time staff are earning a minimum of \$14.00 per hour and that all student employees are earning a minimum of \$11.75 per hour.

Other Classified Staff Salary Issues

Salary adjustment requests to other compensation issues 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 2026, funds are being provided to award promotional salary increases as follows:

Tenure-Track Faculty

Promotional increases will be the greater of 5% of base salary or the rate listed below:

- 1. \$7,000 for promotion from Associate Professor to Professor.
- 2. \$6,000 for promotion from Assistant Professor to Associate Professor.

For Non-Tenure Track Faculty

Promotional increases will be the amount listed below:

- 3. \$5,000 for promotion from Senior Lecturer to Principal Lecturer.
- 4. \$4,000 for promotion from Lecturer to Senior Lecturer.
- 5. \$7,000 for promotion to Sr. Public Service Associate.
- 6. \$6,000 for promotion to Public Service Associate.
- 7. \$4,000 for promotion to Librarian IV.
- 8. \$3,000 for promotion to Librarian III.
- 9. \$2,000 for promotion to Librarian II.