

**UNIVERSITY OF GEORGIA  
SALARY ADMINISTRATION GUIDELINES  
FISCAL YEAR 2027**

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' 2027 Salary and Wage Administration guidelines authorize institutions to fund salary adjustments related to promotions and other targeted adjustments including market and compression issues. UGA will continue to work with USG staff to develop a market and compression adjustment proposal for their review in the coming weeks. In the meantime, the University will be allocating funding for some limited salary adjustments outlined below.

- 1) As of July 1, 2026, the minimum hiring rate (MHR) for regular, benefit eligible staff will increase to \$35,200 (\$16.923 per hour).
- 2) UGA has also established a minimum hourly rate of \$14.30 per hour for non-benefitted or temporary staff and a minimum of \$12.00 per hour for student employees. These minimum rates will go into effect July 1, 2026.
- 3) The base graduate assistantship rate will increase by 2.0%. Units should follow the graduate assistantship salary rate schedule effective July 1, 2026 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 2027 Allocation Sheets. Other non-general funded operations must provide equivalent funding to meet the salary increase guidelines for FY 2027 unless noted below.

- 1) UGA is increasing its minimum hiring rate to \$35,200 on July 1, 2026.
- 2) Additional FY 2027 Resident Instruction general funds are also included in the FY 2027 budget to increase non-benefitted 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.

UGA also is directing additional funds in its FY27 budget to increase the University's share of the Mandatory Student Health Insurance Plan's premium subsidy from 50% to 60%. Graduate students with a qualified graduate assistantship, fellowship or training grant are eligible to receive the premium subsidy for student-only coverage. These funds will be added to the University's fringe benefit budget to cover 60% of those health insurance premiums paid from the Resident Instruction budget.

The new FY 2027 full-time base rates are below:

Master student graduate assistants:	\$61,945
Doctoral student graduate assistants:	\$66,980

### **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 2026. Salary increases (excluding promotions and reclassifications) for fiscal year employees paid on the monthly and bi-weekly payrolls will go into effect July 1, 2026.

### **CLASSIFIED STAFF**

#### **Classified Staff Salary Ranges**

The University of Georgia Staff Compensation (Pay) Plan will be used in the preparation of the FY 2027 budget. While the full-time annual minimum salary rate will increase to \$35,200 on July 1, 2026.

The University is also allocating funding to ensure that all non-benefitted or temporary staff are earning a minimum of \$14.25 per hour and that all student employees are earning a minimum of \$12.00 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 2027, 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.