

FY22 UNH Salary Increase Guidelines

A 1.5% across the board (ATB) salary increase for non-union UNH status employees has been approved effective January 1, 2022.

SECTION ONE - Eligibility

Non-union employees who were employed on or before July 1, 2021, inclusive of Status Salaried Paid Staff, Academic Administrators, Status Hourly Paid Staff, Extension Educators, Faculty (Clinical, Research and Extension) and Librarians who do not negotiate through collective bargaining, are eligible for the salary increase. For FY22 only, postdoctoral research will be eligible for the across-the-board salary increase.

The following are not eligible:

- All status employees covered by a collective bargaining agreement
- Employees terminating employment or retiring on or before 1/1/2022
- Employees in receipt of an employment termination notice
- Employees on a job performance improvement plan or the extension of an initial introductory period
- Employees on a leave of absence as cited in System policy (USY V. F.9.8)
- Employees who transferred or were promoted to a new position December 11, 2021 or later

To qualify, an employee must meet the eligibility requirements and be an active employee at the time the increase is distributed.

SECTION TWO - Additional Information

1. Across the Board (ATB) salary increase

The ATB will automatically be awarded to all eligible employees.

2. Maximum Range

Employees in positions currently at the top of their salary range will receive the ATB as a one-time lump sum payment; those near the top of the salary range will receive any amount of their ATB above their salary range maximum as a one-time lump sum payment. This payment is considered eligible compensation for the 403b and 457b retirement plan.

3. Reclassifications:

To maintain accuracy in salary data during this increase process, the last day that Human Resources will be able to accept fully approved reclassification requests for positions with incumbents will be November 12, 2021. Compensation will resume reviewing reclassifications for positions with incumbents on January 22, 2022.