

From: [UGA Administrative Memos](#)
To: ADMNDIRECTORS-L@LISTSERV.UGA.EDU
Subject: Update - FY 2023 (FY23) Budget Planning and Salary Setting
Date: Friday, May 6, 2022 11:42:31 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: Update - FY 2023 (FY23) Budget Planning and Salary Setting

As a follow-up to the FY23 budget development memo we distributed on April 21, 2022, we recently received the FY23 Salary and Wage Administration Guidelines from the University System of Georgia and are pleased to announce the following next phase of targeted salary actions that will be effective July 1, 2022.

We are very grateful to the Governor and the General Assembly, as well as to the Chancellor and the Board of Regents, for the exceptional support provided in the University's FY23 budget that is enabling these critical salary adjustments. These targeted adjustments are in addition to the \$5,000 Cost of Living Adjustment (COLA), the investments made during FY22 to increase salaries for staff making below \$80,000 annually, and the elimination of the Special Institutional Fee.

As noted in the April 22nd memo, we are continuing to evaluate additional limited salary adjustments for targeted populations and will provide additional updates on these efforts as soon as possible.

Staff Salaries - Minimum Hiring Rate: For the tenth time in the last eleven years, UGA is directing additional funds in its FY23 budget to increase its minimum hiring rate (MHR) for benefits-eligible staff. The MHR will rise from \$27,500 to \$31,500 (\$15.14 per hour) on July 1, 2022 for all new full-time, benefits-eligible staff hired after April 1, 2022. Anyone hired before April 1, 2022 now has a minimum rate of \$32,500 (\$15.63 per hour) annually as a result of the \$5,000 COLA that was implemented on April 1, 2022.

The FY23 budget also includes additional funding to ensure that all non-benefits-eligible, part-time staff are earning a minimum of \$12.75 per hour (current minimum is \$11.50) and that all student employees are earning a minimum of \$10.50 per hour (current minimum is \$9.50).

Graduate Assistantship Stipends: To recognize the importance of graduate students and their contributions to teaching, research, and service and to assist in offsetting fees and other

educational expenses, UGA is providing additional funds in its FY23 budget to increase the University's graduate student assistantship rates by 2%. This will increase the minimum fiscal-year, full-time rates to \$55,600 for master's students and \$60,100 for doctoral students. Please note that half of this increase is being provided to specifically help mitigate the Student Health Insurance Plan premium increases that are going into effect in August.

These targeted adjustments will be implemented in the coming weeks in advance of July 1, 2022; therefore, no adjustments to the information submitted previously will be needed. Additional information on next steps will be provided to your unit CBO and/or HR liaison in the coming weeks.

For more detailed information on salary administration, please refer to the updated Salary Increase Guidelines. These comprehensive guidelines can be found on the University Budget Office website at https://busfin.uga.edu/budget/pdf/Salary_Increase_Guidelines.pdf.

As we also noted in the April 22nd memo, we are committed to ensuring that all eligible employees, regardless of funding source, benefit from these targeted salary increases and that no unit should be financially disadvantaged. Therefore, the University is prepared to provide bridge funding as necessary for any non-state source that cannot financially sustain these increases in FY23. Pls and Directors of non-state funded units should work with their leadership to determine the amount that may be needed temporarily and to request this support 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.

If you have questions regarding the FY 2023 budget planning and salary setting process, please contact the University Budget Office at (706) 542-2802 or email budgets@uga.edu. Thank you again for your leadership, efforts and assistance in the University's budget planning and salary setting process.

cc: Kathy R. Pharr, Chief of Staff to the President and Vice President for Marketing and Communications
Toni Rogers, Associate Vice President for Academic Fiscal Affairs
James N. Shore, Senior Associate Vice President for Finance and Administration and Budget Director
Tammy Freeman, Interim Associate Vice President for Human Resources

##

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.