



UNIVERSITY OF CALIFORNIA

James B. Milliken
President

June 16, 2026

Office of the President
1111 Franklin Street
Oakland, CA 94607

universityofcalifornia.edu

Chancellors
Laboratory Director Witherell
Vice President Humiston

Dear Colleagues:

CAMPUSES

Berkeley
Davis
Irvine
UCLA
Merced
Riverside
San Diego
San Francisco
Santa Barbara
Santa Cruz

I write to share the 2026-27 salary program for policy-covered staff and academic appointees. We are implementing a salary increase of 4% for policy-covered staff and academic appointees at all locations. The adjustment will be effective July 1, 2026, for policy-covered staff and academic appointees. Locations will also have the option of implementing up to 2% in equity adjustments for eligible policy-covered staff as described in the attached guidelines.

The adjustment to the academic salary scales will be effective October 1, 2026, for policy-covered faculty. The regular peer-review merit advancement process for policy-covered academic appointees will continue in accordance with academic personnel policy.

MEDICAL CENTERS

Davis
Irvine
UCLA
San Diego
San Francisco

As we have discussed, several factors formed the basis of our plan. Like many Californians, our employees face the rising cost of housing, food, healthcare, transportation, and other essentials. Within the constraints of the University's budget, this salary program is intended to support our employees, help us retain staff, faculty, and other academic appointees, and recognize the important contributions they make to UC's mission of teaching, research, public service, and patient care. These increases reflect the University's ongoing efforts to provide competitive compensation.

NATIONAL LABORATORIES

Lawrence Berkeley
Lawrence Livermore
Los Alamos

I ask that each of you communicate the details of the 2026–27 salary program to your campus community. In addition, please ask your HR and compensation teams to share the details of your local 2026-27 staff salary program with UCOP Systemwide Staff Compensation by June 22, 2026.

DIVISION OF AGRICULTURE AND NATURAL RESOURCES

Attached are three guidance documents for your reference:

1. "2026-27 UC Systemwide Salary Program: Academic Salary Program"
2. Staff General Increase Administrative Guidelines: Areas of Flexibility, Salary Program Guidance and Best Practices"
3. Staff Equity Program Administrative Guidelines: Areas of Flexibility, Equity Program Guidance and Best Practices"

Sincerely,

A handwritten signature in black ink, appearing to read "J B Milliken". The signature is written in a cursive style with a vertical line on the left side.

James B. Milliken
President

Enclosures

cc: UCOP Division Leaders
Academic Council Chair Palazoglu

2026-27 UC Systemwide Salary Program **Academic Salary Program**

Overview of the 2026-27 Program

- The overall salary scales for policy-covered academic appointees will be raised by 4%.
- The annual academic merit review process to determine reappointments, as well as adjustments in rank and step will continue.
- No systematic adjustment to off-scale salaries is mandated. Above-scale salaries will be increased in accordance with campus guidelines.
- In line with established processes, the effective date is July 1, 2026, or October 1, 2026, depending on the academic appointee group or effective the first pay period commencing thereafter for biweekly-paid appointees. The faculty general range adjustment will be effective October 1, 2026.

Other non-represented academic appointees

- The salary scales for policy-covered non-faculty academic appointees (which includes policy-covered librarians and academic researchers) will be increased by a general range adjustment of 4% on July 1, 2026, for monthly paid and July 5, 2026, (the first pay period commencing after July 1, 2026) for biweekly paid academic appointees (the precise amount will vary due to rounding). Salary scales with ranges will be increased in a similar fashion.
- To comply with the Health Care Worker Minimum Wage, the salary scales for policy-covered non-physician clinical trainees, clinical psychology interns, and dental residents will be increased by a general range adjustment of 4% on July 1, 2026, for both monthly and biweekly paid academic appointees.

Individual Salary Adjustments: Faculty Administrators and NSP

- Deans and other full-time faculty administrators will be eligible for up to a 4% increase to be awarded for meritorious performance as determined at the campus level, effective July 1, 2026.
- Academic titles not tied to systemwide salary scales or ranges will be eligible for an increase up to 4% as determined at the campus level, effective July 1, 2026.
- Faculty participating in the Negotiated Salary Program (NSP) for 2026-27 should negotiate their salaries assuming the 4% general range adjustment and any campus-based adjustment for off-scale increments and above-scale salaries, all effective on October 1, 2026.

Staff General Increase Administrative Guidelines*

Areas of Flexibility, Salary Program Guidance and Best Practices

Staff Employees*

General salary increase program of a 4% increase for policy-covered staff employees:

You have flexibility in the administration of the budget along with establishing any additional program parameters or criteria that best suit campus/local needs.

Increases should be effective July 1, 2026, for monthly and June 21, 2026, for bi-weekly paid employees (June 21, 2026, is the first designated bi-weekly pay period for fiscal year 2026-27).

This program is designed to apply to policy covered staff career employees. Chancellors have discretion to determine eligibility for policy covered staff employees who hold limited or floater/per diem or student appointments and for employees in contract appointments, based on the provisions of the employee's contract.

We recommend excluding individuals whose most recent performance review was unsatisfactory, particularly if they are being considered for termination or suspension. Increases for employees in this situation are at the discretion of the Chancellor.

We recommend that in order to receive the general salary increase, employees should have at least six months of service and/or have completed their probationary period, where applicable. However, each location has the discretion to determine cut-off and/or proration dates related to eligibility.

You should also, as part of your compensation communications, take note of your total compensation expenditure and budget for other types of increases that typically come in the form of promotions, equity adjustments, and/or market adjustments as allowed by UC policy.

Non-SMG policy covered staff whose total cash compensation exceeds the current Indexed Compensation Level of \$ 424,200 require Presidential approval. Level One/Level Two SMG members are eligible to participate in the same program with the same timing as other policy-covered staff. However, these populations will require submission of the proposed general salary increases and market-based adjustments to the Systemwide HR/Executive Compensation unit to validate the appropriate level of approval and procure approvals required by policy.

Policy Covered employees will receive at least a 4% increase through SB 525 and/or the Policy Covered General Increase. Those employees who did not receive an increase or an increase of less than 4% related to SB 525 will receive the balance through the Policy Covered Increase.

** These guidelines cover UC campuses, health systems, the Office of the President, and UC ANR. Lawrence Berkeley National Lab (LBNL) will administer its program based on the parameters as approved for LBNL's 2026 salary program, effective October 1, 2026 and will seek Presidential/Regental approval as noted above for its Level One and Level Two SMG members.*

Staff Equity Program Administrative Guidelines*

Areas of Flexibility, Equity Program Guidance and Best Practices

Staff Employees*

Optional up to 2.0% Equity Program for Policy-Covered Staff Employees:

Locations have discretion to determine whether to implement the up to 2.0% equity increase program and to establish the administration, timing of implementation and any additional program parameters or criteria that best suit campus/local needs. One way to approach the optional up to 2.0% equity program is to have two components such as:

1. 1.0% Equity adjustment provided to all eligible policy-covered staff employees to address competitive market conditions. The eligible population would be defined in alignment with the eligibility standards for the general increase.
And/Or
2. 1.0% Discretionary equity pool for locations to administer equity increases for eligible policy-covered staff employees in alignment with PPSM 30.III.B.3.c.

Locations have the discretion to choose to implement one, both, or neither component of the up to 2.0% Equity Program as defined above. For locations electing to implement the program at the start of the fiscal year, equity increases should be effective July 1, 2026, for monthly-paid employees and June 21, 2026, for biweekly-paid employees, which is the first designated biweekly pay period of fiscal year 2026–27.

This program applies to policy-covered staff career and partial-year career employees. Chancellors have discretion to determine eligibility for employees in limited, floater, or contract appointments, consistent with the terms of the applicable appointment or contract. Student employees, employees covered by Academic Personnel policies, and employees represented by a collective bargaining agreement are excluded from this program.

We recommend excluding individuals whose most recent performance review was unsatisfactory, particularly if they are being considered for termination or suspension. Increases for employees in this situation are at the discretion of the Chancellor.

Non-SMG policy-covered staff whose total cash compensation exceeds the current Indexed Compensation Level of \$ 424,200 that require Presidential approval and/or Regental approval and Level One/Level Two SMG members are eligible to participate in the same program with the same timing as other policy-covered staff. However, these populations will require submission of the proposed discretionary equity pool program salary increases to the Systemwide HR/Executive Compensation unit to validate the appropriate level of approval and procure approval as required by policy.

** These guidelines cover UC campuses, health systems, the Office of the President, and UC ANR. Lawrence Berkeley National Lab (LBNL) will administer its program based on the parameters as approved for LBNL's 2026 salary program, effective October 1, 2026 and will seek Presidential/Regental approval as noted above for its Level One and Level Two SMG members.*