

## **Compensation Strategy for CE Advisors**

Attracting and retaining highly qualified academics is a top priority for UC ANR. One of the key goals of the [2016-2020 Strategic Plan](#) is to develop a strategy to address the competitiveness of the compensation for our Cooperative Extension Advisors.

To this end, in October 2017 VP Humiston approved a four-year plan to increase salaries of current and future CE Advisors. The plan is intended to ensure salaries of CE Advisors are better aligned with the labor market for comparable academic positions.

UC ANR is making a significant effort to address this issue, as long as it is fiscally viable and prudent to do so.

Using the UC salary scales for CE Specialists as a proxy for the labor market, target goals have been established for each rank and step of the CE Advisor salary scale. The target salary goals will be achieved over four years, by increasing the CE Advisor shadow salary scale annually. (This continues the effort that began in FY 2015/2016.)

This strategy will be implemented over four years, which will allow us to better manage the fiscal impact of the salary adjustments. In year one of the four-year plan, the ANR Adjusted Salary Scales for CE Advisors [<http://ucanr.edu/sites/anrstaff/files/271532.pdf>] are effective October 1, 2017.

This CE Advisor salary adjustment program is separate and distinct from the academic merit and promotion process.

Implementation over multiple years will be at the discretion of the VP and subject to the availability of funds.