



OFFICE OF THE ASSOCIATE VICE-PRESIDENT —  
AGRICULTURE AND NATURAL RESOURCES

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 10th Floor  
Oakland, California 94607-5200

July 17, 2018

**Re: 2018-19 UC ANR Academic Salary Increase Program**

Dear UC ANR Academics:

I am pleased to announce UC President Napolitano issued guidance to the Chancellors and ANR Vice President that provides for an academic salary program effective July 1, 2018. The President's guidance focuses on rebuilding competitive salaries for academic appointees.

In accordance with the guidance, the ladder-rank faculty salary scales was increased by 4% and other academic appointees paid off or with salary scales tied to the ladder-rank scales will receive the same 4% adjustment. The salary scales for the Cooperative Extension (CE) Specialists is tied to the ladder-rank salary scales and was adjusted by 4%. Salary scales for CE Advisors, Academic Administrators, Academic Coordinators and other eligible academic titles will increase by 3 percent. The UCOP 2018-19 salary tables may be found [here](#).

In the last three years, UC ANR has elected to provide salary equity increases to every individual in the CE Advisor Series. UC ANR has chosen to apply this equity increase to the CE Advisor Series in order to make the CE Advisor salaries more competitive in comparison to the labor market in which they are hired, which includes University of California CE Specialists, who are based primarily on UC campuses. These equity increases for CE Advisors are treated as off-scale payments for payroll purposes. For 2018-19, the CE Advisor equity off-scale payments will increase by 3 percent. The UC ANR 2018-19 CE advisor salary table may be found [here](#).

In general, all ANR academics can expect to see their eligible salary increase in their August 1, 2018 paychecks. The ANR Academic HR team will send individual letters to each CE Advisor documenting the new monthly and annual equity increase pay rates. The new 2018-19 academic salary scales are available on the UC ANR HR website at [http://ucanr.edu/sites/anrstaff/Personnel\\_Benefits/Academic\\_Personnel/](http://ucanr.edu/sites/anrstaff/Personnel_Benefits/Academic_Personnel/).

If you have questions, please contact UC ANR Academic HR Manager Tina Jordan ([tljordan@ucanr.edu](mailto:tljordan@ucanr.edu) or 530-750-1280).

Thank you for the great work you do!

Sincerely,

A handwritten signature in cursive script that reads "Wendy Powers".

Wendy Powers  
Associate Vice President