

**Equity in compensation Strategy for CE Advisors – Updated September 2021**

Attracting and retaining highly qualified academics is a top priority for UC ANR. One of the key goals of the 2020-2025 Strategic Plan is to continue to address the competitiveness of the compensation for our Cooperative Extension Advisors.

To this end, in October 2017 VP, Humiston approved a four-year equity 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. Year 4 of the equity plan was suspended due to a significant state fund reduction in 2020, resulting from the pandemic.

With our state fund restored by the Governor for FY21-22, VP Humiston approved implementing Year 4 of the equity plan this year. Similar to the previous year’s implementation, the UC salary scales for CE Specialists will be used as a proxy for the labor market; target goals were previously established for each rank and step of the CE Advisor salary scale. The goal has been to reduce the difference between the target goals and the CE Advisors Salary Scale over four years by annually increasing the UC ANR Adjusted Salary Scale.

Implementation each year of the four-year plan is at the discretion of the UC ANR Vice President and subject to the availability of funds.

The new ANR Adjusted Salary Scales for exempt CE Advisors are effective September 1, 2021.

This CE Advisor salary equity adjustment program is separate and distinct from the academic merit and promotion process and UC-wide increases to academic salary scales.

**Questions and Answers**

**Is the new funding from the 2021-22 state budget increase being used to fund the Year 4 of the CE Advisor Equity Plan?**

It is important to note that the resumption of this compensation equity program is relying on the restoration of our state fund to the FY19-20 level, and not on the additional funding increase recently approved by the Governor and Legislature in the latest Budget Act, which is purposed for increasing our programmatic reach.

**Do CE Advisors receive equity increases in addition to merit and promotion increases?**

Yes. Since 2017, the CE Advisor equity increases have been applied in October and are in addition to the annual salary scale increases, which are applied July 1, and in addition to merit and promotion actions for eligible CE Advisors. Here is an example of the salary progression for a CE Advisor who was at Assistant 3 rank and step as of July 2017, and who advanced to Assistant 4 in July 2018.

Date: Action	Rank and Step	Annual Base Salary
July 2017: OP Salary Scale Increase	CE Advisor Assistant 3	\$60,900

Oct 2017: ANR Equity Adjustment	CE Advisor Assistant 3	\$63,200
July 2018: Academic Advancement and OP Salary Scale Increase	CE Advisor Assistant 4	\$69,400
Oct 2018: ANR Equity Adjustment	CE Advisor Assistant 4	\$72,000
July 2019: OP Salary Scale Increase	CE Advisor Assistant 4	\$73,500
Oct 2019: ANR Equity Adjustment	CE Advisor Assistant 4	\$75,900
July 2020: Academic Advancement and OP Salary Scale Increase	CE Advisor Assistant 5	\$80,000* (*No change to 2019 OP Salary Scale)
Oct 2020: ANR Equity Adjustment	CE Advisor Assistant 5	\$80,000* (*No change to Oct. 2019 ANR Equity Increment)
July 2021: OP Salary Scale Increase	CE Advisor Assistant 5	\$82,400
Sept 2021: ANR Equity Adjustment	CE Advisor Assistant 5	\$85,300

**Will the CE Advisor equity program be renewed for another four years?**

Analyses will be performed periodically to ensure alignment of our compensation programs with the competitive environment. We will examine whether inequity exists between UC ANR compensation levels and those of other public sector employers. If determined that an inequity exists, a plan will be developed, taking into account available budget and programmatic and support needs, and recommendations will be advanced to the Vice President for consideration.

**What is the difference between the July 1, 2021 CE advisor salary increase and the September 1, 2021 salary increase?**

The July 1, 2021 academic salary increases were the result of UC President Drake's UC-wide academic salary plan for FY2021-22 that resulted in a 3 percent increase for all non-represented UC positions. The September 1, 2021 salary increases are the result of UC ANR Vice President Humiston's authorization of discretionary equity adjustments to the UC ANR CE Advisor salary scale to better align salaries with the labor market for comparable academic positions.