

CALS BUSINESS SERVICES

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MEMORANDUM

Date: January 17, 2017

To: Unit Heads and Business Officers

From: Allison Ketterling, Business Analyst, Senior- Personnel

Re: **FY 18 Proposed ERE and Salary Adjustments**

In an effort to be transparent and assist units with your FY 18 personnel planning, the University of Arizona has made the following recommendations. Please incorporate these factors into your unit budgeting process.

FY 18 Planning Assumptions (subject to change)

ERE

- Full Benefits (Classified, Appointed, Faculty & Faculty Ancillary)- 2 percentage point reduction
- Temporary Employees- 4 percentage point increase
- Student Employees- 0.50 percentage point increase
- Graduate Assistants- NO change
- Don't spend your ERE savings- FY 19 rates will likely increase (e.g. change in Affordable Care Act, FLSA resolution, minimum wage)

Pursuant to college policy, use of ERE savings for non-ERE expenses requires approval from Business Services.

Salary Adjustments

- 1.5%- 2% increase, based on full benefits eligible positions.
- Multiyear planning should be cognizant of inflation and not losing ground.
- Minimum wage increases as follows per Prop 206-
 - Jan 2018- \$10.50 per hour
 - Jan 2019- \$11 per hour
 - Jan 2020- \$12 per hour