

2026 Annual Salary Increase Guidelines

- All UEC staff employees, regardless of classification (other than Faculty and State Staff on overload who follow state policy and student employees) are eligible to receive up to a 2% General Salary Increase (GSI) at the beginning of the budget period for that department/program.
- This GSI is currently optional depending on available funding for the department/program but if offered, should be given equally to all employees who have worked 12 months or more. *You must have funds in your department/project budget for the budget period 2026/2027 and subsequent years to cover any approved GSI salary increases.*
 - At a minimum, you should budget for GSI increases annually, though please be advised this amount is subject to change annually.
 - PTR's need to be submitted to UEC Human Resources by authorized personnel at least 4 days prior to the effective date. **Retroactive GSI increases are not permitted.**
- All UEC employees, regardless of classification, with greater than 12 months of service (other than Faculty and State Staff on overload who follow state policy and student employees) may be eligible for a **Pay for Performance (PFP)** increase at the beginning of the budget period for that department/program. This would be in addition to the GSI if available funding exists for the department/program and if warranted by performance. *You must have funds in your department/project budget for fiscal year 2026/2027 and subsequent years to cover any approved PFP salary increases.*
 - This PFP increase is an **amount not to exceed 3%** at the beginning of the budget period for that department/program.
 - PFP's are requests only and will only be approved and processed by HR under the following considerations:
 - Performance appraisals must be completed and submitted (or already on file for the 2025-2026 year)
 - Employee overall rating must "Meet Expectations" or above
 - PTRs need to be submitted to UEC Human Resources by authorized personnel at least 4 days prior to the effective date. **Retroactive PFP increases are not permitted.**
 - Do not notify any employee of your intent to award a PFP unless and until approved by HR

No single employee may receive an increase in excess of 5% GSI and PFP combined.

Should you have any questions regarding the 2026 Annual Pay Increase Guidelines, please contact UEC Human Resources at uec-hr@csusb.edu or 909-537-7589. We are here to help!