

July 30, 2020

To: CE Advisors
From: AHR Manager Tina Jordan

RE: CE Advisor Salary Equity Adjustment Plan Suspended

Due to the budget impacts of the COVID-19 and its economic fallout, UC ANR will not be implementing the final year of the four-year Salary Equity Adjustment Plan for CE Advisors in 2020.

VP Humiston approved a four-year plan in October 2017 to increase salaries of current and future CE Advisors. The goal of the plan has been to better align the salaries of CE Advisors with the labor market for comparable academic positions. Implementation each year of the four-year plan has been subject to the availability of funds. VP Humiston approved implementation over the last three years despite state budgets that provided no increases to UC ANR's budget.

While UC ANR made a significant, permanent investments in CE Advisor salaries over the last three years, the expected cuts to our 2020-21 budget require ANR to suspend the program. ANR Senior Leadership will review whether to continue the program in 2021 based on the state of funding support and the prioritized needs of our constituents.



Tina Jordan
AHR Manager

cc: AVP Wendy Powers
Vice Provost Mark Bell
Vice Provost Mark Lagrimini
County Directors
REC Directors
Statewide Program Leaders
HR Executive Director John Fox