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**From:** Scott Green, President <noreply@uidaho.edu>  
**Sent:** Monday, April 26, 2021 11:31 AM  
**To:**  
**Subject:** Eligible Employees to Receive 2% Pay Increase



**TO:** University of Idaho Faculty and Staff  
**FROM:** Scott Green, President  
**DATE:** April 26, 2021  
**SUBJECT:** Eligible Employees to Receive 2% Pay Increase

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It has been a challenging year. But, as Vandals do, we have succeeded in many of our efforts. Thank you for all you have done to help move our university forward. Pending the passage of the anticipated higher education budgets by the Legislature, all eligible employees will receive a 2% Change in Employee Compensation (CEC) increase for FY22.

While the compensation increase proposed by Gov. Little for FY22 is 2%, this creates challenges for public colleges and universities. These institutions are funded from many different sources and the Legislature only provides about half of the funding needed to support the full 2% approved increase for all U of I employees. As is the case every year, the Legislature expects us to provide funding for the other half of the CEC increase, which most often comes from tuition increases. But, for the second year in a row, U of I will hold resident undergraduate tuition flat. We believe this is the right decision and

will help more Idaho students go on to higher education. As a result, the *approved* 2% CEC increase is only a 1% *funded* CEC increase.

As you may recall, the same thing happened last year — the Legislature approved a 2% CEC increase, but only provided about half of the funding needed to support the approved increase. Because we did not increase tuition rates last year, the 2% *approved* increase became a 1% *funded* increase. But even the 1% CEC increase was not awarded because the state feared additional tax revenue impacts from COVID-19. We still have the money for that 1% increase in the bank. We can now take last year's 1% increase, combined with this year's 1% increase, to offer our employees a 2% CEC increase.

Eligible employees are those who received a rating of “meets expectations” or higher on their 2020 annual performance evaluation and were hired into their current position on or before Dec. 31, 2020.

The work you have done in the past year has made a difference to our students, our university and our state. Thank you for your dedication and service.

*Scott Green*  
*President*

[president@uidaho.edu](mailto:president@uidaho.edu)  
[uidaho.edu/president](http://uidaho.edu/president)

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