

Annual NUPP Salary Increase Guide for Managers and Employees

UMass Chan Medical School's annual increases, when approved, are typically implemented in the month of July and have the following eligibility criteria.

- An employee must have been hired by the last day of the previous year (12/31).
- An employee must be an active employee on the effective date of the increase.
- A completed and signed performance appraisal must be on file with Human Resources reflecting the performance of the current performance period (annual). Employees rated as "Does Not Meet" are not eligible for the increase.
- Employees on an authorized leave of absence who have worked a minimum of six months between January 1st and December 31st of the previous year are eligible for the increase upon return to active status from the leave.
- Employees covered by a Collective Bargaining Agreement (union contract), postdoctoral associates, dual docs, faculty on a single contract, interns, students, temporary employees, and per diem staff (8 hours per week of work) are not eligible for the increase program. Salary increases for these groups, if applicable, are based on the schedules indicated in their Collective Bargaining Agreements or based on the program schedules administered by their respective organizations.