

HPAE 5094 FAQ Regarding the Fiscal Year 2025 Raise (7/1/24)

Q: My salary only changed 1.6%, I see “Across-The-Board” on 7/1/24, and my union dues seem to have increased quite a bit.

A: You were likely at step 20 on your salary grade, and you can confirm this by clicking on the date of the most recent change before this 7/1/24 salary increase (for me, it’s “Fiscal Days Change”) and confirming you were already at step 20.

People at step 20 get a 1.9% one-time bonus payment, which will show as a line on your pay stub called “One Time Payment.” It does not increase base salary, and union dues will constitute 1.25% of your earnings, either salary or payments like these. If you see these increased dues happening more than once (you should not), please reach out to your union rep.

Q: I don’t think I got the across the board increase — I only see “Step Progression.”

A: Click on the date for the step progression and you should see a “Change Percent” that is 1.6% plus the amount of a step movement (average ~1.9%, with movements on the lower steps worth more and movements on higher steps worth less). The “Step Progression” is between the step on the previous salary table for 7/1/23 and your new step on the 7/1/24 table (which is 1.6% higher on every step).

To confirm, have a look at the salary tables on our website:

PS, salaried: <https://www.hpae.org/wp-content/uploads/2023/09/PS-Salary-Tables-2022-2025.pdf>

PH, hourly: <https://www.hpae.org/wp-content/uploads/2023/09/PH-Salary-Tables-2022-2025.pdf>

Q: Last year I saw “Across-the-Board” in addition to “Step Progression.”

A: We settled the contract a bit after 7/1/23. It included a 4% across-the-board increase (effective 7/1/22) and a 1.85% across-the-board-increase and step movement (or 1.9% one-time-payment for those at step 20). Unfortunately, since 7/1/23 had passed by the time these increases were applied, there was already a “Fiscal Days Change” line there that referred to the old salary, so at least on my Compensation History, the 4% Across-The-Board increase appears twice: once on 7/1/22 and 7/1/23. You can see that this isn’t actually happening twice by the salary numbers which move backwards and forwards, and that both of those increases say 4%.

Q: What is “Fiscal Days Change”?

A: Just based on the way the calendar falls in a year, there may be a different number of work days as compared to the previous year (it doesn't happen every year). Your annual salary is divided over the number of work days in a year. As a result, you will be paid slightly less per day in a year that has more days since it will be divided over more days (the reverse is also true).

You can find a table of the number of fiscal days in a given year can be found here:

https://finance.rutgers.edu/sites/default/files/2023-03/RU_Count_of_Work_Days.23.pdf

You can see that there were 260 work days in the last fiscal year, and 261 in this fiscal year.

Q: My check seems to only be \$20-30 more this time; is that right?

A: Potentially. You can check the math rather easily yourself. But bear in mind that only half of this paycheck contains the salary increase (the increases were effective 7/1/24; this check covers 6/22/24 to 7/5/24), and you're being paid slightly less per day this year because of the increased number of fiscal days. If you're only seeing \$20-30 in this paycheck, you will see \$40-60 in the next paycheck.

Q: How can I check that my pay is correct?

A: There are a bunch of different ways. One of the easiest is to look at “Pay Rate” from your current and previous paychecks and add half of each. For example, if the current “Pay Rate” on your previous check was “\$2,500.00 Biweekly” and the “Pay Rate” on the 7/5/24 check shows “\$2,593.75 Biweekly”, your current “Salary Regular - Earnings” should be $\$1250 (\$2500/2) + \$1296.87 (\$2593.75/2)$ which = \$2546.87.

Another way that works better in years where the salary increase comes in the middle of the work week is to take your former annual salary from your Compensation History, divide it by 260 work days, and multiply it by the number of work days at that rate in this check — in this case, 5 (6/24-28 = 5 days). Then take your new annual salary from your Compensation History, divide it by 261 work days, and multiply by the number of work days at that rate in this check — in this case also 5 (7/1-5 = 5 days). Add those two numbers together and you should get your current “Salary Regular - Earnings” on the 7/5/24 paycheck.

Q: How can I be sure my salary is correct?

You can confirm this by visiting your Compensation History, clicking on the date of the most recent change before this 7/1/24 salary increase (for me, it's "Fiscal Days Change") and confirming the step you were on, and then checking the most recent change on 7/1/24 that says either "Across-The-Board" or "Step Progression" and finding your new step, and make sure your old step on the 7/1/23 table matches your old salary, and your new step on the 7/1/24 tables matches your new salary, tables found here:

PS, salaried: <https://www.hpae.org/wp-content/uploads/2023/09/PS-Salary-Tables-2022-2025.pdf>

PH, hourly: <https://www.hpae.org/wp-content/uploads/2023/09/PH-Salary-Tables-2022-2025.pdf>

Q: That's not very much more money.

A: Again, the next paycheck on 7/19/24 will change by twice that amount since it will be the first full paycheck at the increased rate. But also, a 3.53% average is not very much money compared to what you deserve, or what we could achieve with much more participation during contract negotiations. Rutgers' role is to get your labor for the least amount of pay they think they can get away with. If we are able to generate a huge protest with hundreds of angry members coming out unless we got the salary increases we think we deserve, it's a different conversation.

Q: I have an iPhone and I can't seem to see my pay stub from my phone anymore.

A: There seems to be something wrong with the popup handling with the my.Rutgers/riashrms.rutgers.edu site. If you go to Settings->Safari->Block Pop-ups and turn it off, it will ask you when you click on the pay date whether you want to open the popup with the pay stub. It used to show an icon in the bar even if you had this turned off that would allow you to see the popup, but does not appear to anymore. I've reported a bug to both Safari and my.Rutgers. Chrome-based browsers do seem to ask if you want to open the pop-up window.