

FAQ on SSIs & SSI Eligibility

<Last updated 4.26.07>

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The Tentative Agreement provides for one SSI of 2.65% for all eligible faculty members in each year of the agreement.

1. What is an SSI?

SSI stands for “service salary increase”; many people refer to them as “step increases” but since we really don’t have a “step system” it is probably best to purge “step” from our salary-related vocabulary. If you have completed a full year of service for the CSU, you may be eligible for an SSI of 2.65%. Eligibility depends on the number of SSIs you have already received and the amount of your salary relative to what is known as the “SSI MAX”. For Lecturer-specific issues regarding eligibility, see below, [#11](#).

2. How much is an SSI?

An SSI increases your base salary by 2.65%.

3. Does everyone get the SSIs?

No. Not all faculty are eligible to receive SSIs. We estimate that about 1/3 of the faculty are eligible for SSIs. See [#4](#) for more on eligibility.

4. How do I know if I am eligible for an SSI?

Determining if someone is eligible for SSIs can be confusing. Generally, in order to be eligible, the faculty member must not have already received the maximum number of SSIs to which they were entitled. Faculty may receive up to a maximum of SSIs per rank/range (but see Sec 31.12 in the 2002-2005 contract for further clarification). Second, the faculty member must have completed a year of service (or equivalent) since their last SSI (or since they started working for CSU). Third, their salary must be below the “SSI MAX” for their rank or range (see below for more on SSI MAX). However, if a faculty member received FMI awards several years ago, s/he might still be eligible for SSIs even if their salary is above the SSI MAX. (see [#5](#) for more). Finally, regardless of eligibility, SSIs must be negotiated by CFA and the CSU administration in order for anyone to receive them. CFA did negotiate SSIs in each year of the new contract. [Table 1](#) summarizes the most important considerations for determining SSI eligibility.

5. What is the SSI maximum and how does it affect us?

If your salary is equal to or greater than the “SSI MAX” amount for your rank, then you are not eligible to receive an SSI; *unless* you received FMIs (awarded in 1998/99, 1999/2000, and 2000/01) The SSI MAX will be adjusted upwards each time (and by the same amount) a GSI (general salary increase) is awarded. However, each SSI provided in this agreement will be for 2.65%. See [Table 2](#) at the bottom of this document for the SSI MAX amounts.

Any awards received under the previous Faculty Merit Program (FMI) do not reduce your eligibility for an SSI.

6. Why have we not received SSIs in recent years?

SSI-eligible faculty receive SSIs only in years when SSIs are negotiated through collective bargaining. In our new Tentative Agreement, SSIs are provided for all four years of the agreement.

7. Is there a retroactive SSI?

For those faculty who would have been eligible to receive an SSI on their anniversary (hire) date in 2006, there will be a 2.65% SSI paid retroactively to that date. Most tenure-line faculty members have an anniversary date in August or September. For example, an assistant professor with a salary below the SSI MAX, who taught during the 2005/06 academic year, will be eligible for this SSI. If the individual was hired on Sept. 1, their SSI will be paid retroactive to Sept. 1, 2006.

8. Will the SSI MAX increase during the life of the contract?

Yes. The SSI MAX will be adjusted upwards each time (and by the same amount) a GSI is awarded.

9. If I received an FMI award a few years ago, am I still eligible for an SSI?

Maybe. Any awards received under the Faculty Merit program (FMIs) do not reduce your future eligibility for SSIs – even if your FMIs pushed your salary above the SSI MAX.

10. It says SSIs are effective on the anniversary date. When will I receive my SSI?

Your anniversary date is the date you started working for CSU. The rationale for SSIs (*service-salary* increases) is that after you complete a year of service, you should receive a raise (on your “anniversary”). For most tenure-line faculty, this date is in August or September.

11. Will Lecturers get SSIs?

It depends. To be eligible to receive an SSI, a Lecturer must have completed at least 24 units on a semester campus or 36 units on a quarter campus, in the same department, since he or she was hired or last received an SSI.

According our Tentative Agreement, if a Lecturer was eligible for an SSI at the beginning of Fall 2006 term, that Lecturer will receive an SSI retroactive to Fall 2006. If a Lecturer was not eligible until later in the 2006/07 academic year, then the SSI will be retroactive to that later date.

SSI-eligible Lecturers who subsequently complete an additional 24 units on a semester campus or 36 units on a quarter campus, in the same department, will receive additional SSIs, beginning as early as the Fall 2007 term (depending on when the previous SSI was received). Only one SSI may be earned per year.

Lecturers are also subject to the "SSI MAX" (see above, [#5](#)). To be eligible for an SSI, Lecturers also must be below this "SSI MAX" in their current range. Any Faculty Merit Increase previously awarded under the old FMI program does not count against SSI eligibility; therefore the SSI Max must be adjusted by the amount of any FMI award.

12. Do I have to apply for my SSI?

No. If you are eligible, you should receive it automatically.

Still have additional questions?

Email CFA at contract1@calfac.org

Table 1. Factors Considered in Determining SSI Eligibility

Determining SSI Eligibility can be confusing. These are the most important considerations to be aware of.

Number of SSIs allowed	All Faculty	Most faculty can receive up to 8 SSIs within rank or range. But check the contract if you were at CSU prior to the 1995-98 contract. (Sec 31.12 in the 2002-05 contract).
Service Requirement	Tenure-Line Faculty	Must have completed a full year of service to be eligible (this is why SSIs are normally paid on an employee's "anniversary" date).
	Lecturers	Must have completed 24 WTUs (semester campuses) or 36 WTUs (on quarter campuses) in the same department since last SSI to eligible for another (or first) SSI.
Below-SSI MAX Requirement	All Faculty	If service requirement is met, salary must also be below the SSI MAX in order to qualify for SSI If, on your anniversary date, your salary is close to the SSI MAX and a full 2.65% SSI would put you above the SSI MAX, you can still receive a "partial SSI". This means you can receive as much of the SSI amount to bring your salary up to the SSI MAX.
FMI/SSI MAX Interaction	All Faculty	For faculty who received FMIs (previous so-called merit salary program): FMIs should not count against your SSI eligibility. If your FMI awards pushed your salary above the SSI MAX, and you have not received the maximum SSIs allowed, you may still be eligible for a full or partial SSI. If you subtract the amount of your FMI(s) from your salary and this net amount is below the SSI MAX, you are entitled to an SSI.
SSIs must be negotiated	All Faculty	Regardless of eligibility, SSIs must be negotiated by CFA and CSU before anyone may receive one. This TA will provide four SSIs, each at 2.65%, to faculty who are eligible. The SSIs will be paid on the employee's anniversary date (or, date hired into current position), which is typically in August or September.

Table 2. Approximate SSI MAX amounts
[numbers are *approximated* because of rounding requirements]

Rank	AY SSI MAX					12-MO SSI MAX			
	for SSI on Anniv 06	for SSI on Anniv 07	for SSI on Anniv 08	for SSI on Anniv 09	for SSI on Anniv 06	for SSI on Anniv 07	for SSI on Anniv 08	for SSI on Anniv 09	
	1-Jul-05	1-Jul-06	1-Jul-07	1-Jul-08	1-Jul-09	1-Jul-06	1-Jul-07	1-Jul-08	1-Jul-09
Full Prof/Lec D/Equivalent	\$79,068	\$81,440	\$85,298	\$89,614	\$95,062	\$93,874	\$98,321	\$103,296	\$109,576
Associate/Lec C/Equivalent	\$71,976	\$74,135	\$77,647	\$81,576	\$86,536	\$85,432	\$89,479	\$94,007	\$99,723
Assistant/Lec B/Equivalent	\$56,928	\$58,636	\$61,413	\$64,521	\$68,444	\$67,486	\$70,682	\$74,259	\$78,774
Lec A/Equivalent	\$45,156	\$46,511	\$48,714	\$51,179	\$54,290	\$53,408	\$55,937	\$58,768	\$62,341
Lec L/Equivalent	\$34,656	\$35,696	\$37,387	\$39,278	\$41,666	\$40,553	\$42,474	\$44,623	\$47,336