

OFFICE OF THE CHANCELLOR

TO: USM Presidents
FROM: Jay A. Perman, Chancellor 
DATE: May 1, 2023
RE: FY 2024 USM Compensation Guidelines

I. Introduction

The following are guidelines for the compensation of faculty and staff members of the University System of Maryland (USM) in Fiscal Year 2024. The FY 2024 budget includes a provision for a 2.0% cost of living adjustment and a 2.5% merit increase on July 1. The General Assembly has placed no restrictions on the ability of institutions to provide for retention, equity and other necessary increases to faculty and staff during the coming fiscal year.

The following guidelines take effect July 1, 2023, and will continue through the fiscal year. Each President may establish institutional guidelines consistent with this document and related USM policies to ensure their appropriate administration on their campus and to address compensation processes, issues or collective bargaining requirements specific to their institution.

II. Scope

These guidelines apply to all USM Faculty and Staff employees in Regular or Contingent I or II status, regardless of the source of funding for the employee's position. The only categories of compensated individuals exempted from these guidelines are adjunct faculty, graduate assistants, fellows, post-docs and student employees, unless otherwise noted.

Provisions of applicable collective bargaining agreements may supersede these guidelines for those employees covered by such agreements.

III. Guidelines**A. Merit Increases**

1. Based on budget information provided by the Department of Budget and Management, employees are eligible to receive a merit increase effective July 1, 2023. The FY 2024 state support budget includes funding for a 2.5% average merit pool for salaries funded by state support.

FY 2024 merit increases will be based on the employee's past performance during an evaluation period ending no later than July 1, 2023. Employees must receive at least a "Meets Standards" rating (or its equivalent) to qualify for a merit increase. Each institution will develop a plan to complete the performance evaluations upon which the merit increases will be based and to notify employees of resulting increases.

2. **Regular Nonexempt Staff:** Consistent with USM Policy VII-9.20, Nonexempt staff who are given an evaluation ranking of "Meets Standards" or better shall receive a merit increase of 2.5%.
3. **Regular Exempt Staff and Faculty:** Merit increases for these employees shall reflect their performance, consistent with the institution's performance evaluation plan and standards and any relevant collective bargaining agreement requirements.
4. **Contingent I and II Exempt and Nonexempt Staff, Contractual (Adjunct) Faculty, Graduate Assistants, Postdocs, and Fellows:** If funds are available, institutions may provide a merit increase to these employees based on their performance during their most recent review period and institution practices.

According to USM policy, Nonexempt and Exempt Staff employees are eligible to receive a merit increase up to the maximum of their respective pay ranges. In FY 2024, institutions may continue to provide the applicable merit increase above the maximum of an employee's range in the form of a one-time payment that is not added to the employee's base salary.

B. Cost of Living Adjustment

Based on budget information provided by the Department of Budget and Management, all Regular USM Faculty and Staff are eligible to receive a 2.0% cost of living adjustment effective July 1, 2023. The FY 2024 state support budget includes funding for COLA for salaries funded by state support. Institutions may provide a cost of living adjustment to Contingent I and II Staff, Contractual (Adjunct) Faculty, Graduate Assistants, Postdocs, and Fellows in accordance with institution policy and practice based on available funds and in an amount determined by the institution.

Final application of the July 2023 COLA and merit increases for University of Maryland Baltimore School of Medicine clinical faculty may be based on the availability of clinical income, including contractual income, to support such payments.

C. Salary Structures

1. **Exempt Staff Salary Structure:** No change.
2. **Nonexempt Staff Salary Structures:** The Board of Regents is expected to vote in June 2023 on a recommendation to adjust the nonexempt salary structure for Fiscal Year 2024. If such an adjustment is approved, employees whose pay falls below the new minimum of each pay range will receive a pay increase to the new minimum of the range.

D. Minimum Wage

The minimum wage for Maryland workers will increase to \$15.00 per hour effective January 1, 2024.

E. Other Types of Compensation Increases Not Restricted by the Guidelines

The following types of compensation increases should be thoughtfully implemented only after full consideration of relevant factors:

1. Retention (to be used judiciously when necessary to retain a difficult-to-replace employee).
2. Equity Increases (e.g., increases required to comply with federal and state equal opportunity employment laws and federal immigration laws).
3. Reclassifications.
4. Promotions.
5. Payment for Additional Duties (e.g., summer and winter term teaching, overload teaching, on-call or clinical coverage, and temporary service in an acting capacity).
6. Established Institution Awards (including Board of Regents awards for staff and faculty and institution service awards).
7. Contract Renewal Increases.
8. Non-Cumulative Cash Bonuses.

An institution may award a non-cumulative cash bonus as described in BOR Policy VII-9.11, Policy on Pay Administration for Exempt Positions, Section III. K., and BOR Policy VII-9.20, Policy on Pay Administration for Regular Nonexempt Staff Employees, Section XVI. Your recommendations for bonus eligibility and the bonus pool amounts available at your institution should be sent to me for review and comment prior to any announcement to employees or the public.

9. Non-Salary Taxable Compensation.

According to BOR policy, certain increases in non-salary taxable compensation (e.g., housing and car allowances and deferred compensation contributions) must be authorized by the President and approved in advance by the Chancellor.

Note that USM approved programs, such as the Live Near your Work and the Childcare Grant Program, are exempted from this approval process.

10. Any other salary increase permitted by Board of Regents policy that is not prohibited by this memorandum.

F. Other Salary Adjustments.

Other compensation increases generally should not be made during the fiscal year.

IV. Required Reports

The following reports should be sent to HR Officer Tom Hoffacker in the USM Office no later than Friday, July 21, 2023, unless otherwise stated:

A. President's Affirmation Letter.

Shall affirm that the compensation actions taken for FY 2024 will be consistent with the guidelines established herein and that contracts are handled appropriately as stated in USM Policy VII-10.0, Policy on Board of Regents Review of Certain Contracts and Employment Agreements.

B. Updated List of Institution Key Staff Employees.

This must include, at a minimum, institution officers, direct reports to the President, and individuals whose contracts or other compensation agreements fall under the USM Policy VII-10.0, Policy on Board of Regents Review of Certain Contracts and Employment Agreements and must contain compensation data for FY 2023 and FY 2024. This list will designate key employees who fall under USM Policy VII-1.22, Policy on Separation for Regular Exempt Staff Employees.

C. Report of Significant Salary Adjustments.

This must provide details of regular faculty and staff employee salary adjustments to base pay that result in a cumulative compensation increase of more than 25% during the period July 1, 2023, to June 30, 2024.

This report will be due on Friday, July 26, 2024. The report should exclude changes to FTE unless the change in pay is not in proportion to the change in FTE.

Suggested reporting formats for each of these reports, an affirmation letter template, and other guidance will be provided to each institution's chief human resources officer. If you have any questions regarding these guidelines and reporting requirements, please contact Tom Hoffacker via email at thoffacker@usmd.edu. Thank you.

cc: Ellen Herbst
Vice Chancellors
Vice Presidents for Administration and Finance
Provosts and Chief Academic Affairs Officers
Systemwide Human Resources Committee (SHRC)

Carolyn Skolnik
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