



To: All Faculty and Staff
From: Warren Petty, Vice President for Human Resources
Date: October 21, 2019
Subject: FY20 Compensation Increase Program

I am pleased to announce that the 2019-20 compensation increase program is in progress, consistent with the Board-approved FY20 operating budget.

As customary, the compensation increase program consists of three components:

1. Merit-based salary increases for eligible employees using a **2.60%** merit pool. Individual salary increases will vary depending on performance assessments.
2. Special adjustment pool of 0.39% designed to address significant salary equity matters.
3. One-time incentive award pool of 0.20% to reward exemplary performance.

Similar to FY19, the overall compensation increase pool for FY20 is 3.19%. Based on input from our outside compensation consultant, this percentage is in line with the market outlook for higher education increases this year.

The University's [Compensation Philosophy](#) provides guidance on compensation allocations. Individual compensation increases will be determined based on performance evaluations for staff and administration, and on Faculty Activity Reports (FAR) for faculty. The salary increase for all eligible employees will be effective January 1, 2020.