### A. Compensation

1. **Permanent Salary Increase**
   - Includes a 2% salary increase for faculty and staff effective July 10, 2013.
   - Maintains the 2% increase in the original budget for classified staff, but changes the effective date to August 10, 2013. Provides a 3% increase for faculty effective August 10, 2013.
   - Provides for an additional 1% salary increase (3% total increase) for faculty and staff effective July 10, 2013. General Funds are increased by $152,402 in UMW's E&G budget to support the additional 1% faculty salary adjustment.
   - Maintains the 2% increase in the original budget for classified staff, but changes the effective date to July 25, 2013. Provides a 3% increase for faculty effective July 25, 2013. General funds are increased by $132,872 to partially offset the cost of the faculty increase.

2. **Compression Adjustment**
   - No similar action.
   - Provides for a permanent salary adjustment for classified staff of $50 per year of service for employees with five or more years of service. Adjustment is capped at 30 years ($1,500); effective August 10, 2013. Faculty are excluded from the compression adjustment.
   - No similar action.
   - Provides for a permanent salary adjustment for classified staff of $65 per year of service for employees with five or more years of service. Adjustment is capped at 30 years ($1,950); effective July 25, 2013. Faculty are excluded from the compression adjustment.

3. **Health Insurance Rates - Employer**
   - Increases the employer cost of health insurance by an estimated 12%.
   - Adjusts the estimated employer cost increase for health insurance to about 18%.
   - No change.
   - Adjusts the estimated employer cost increase for health insurance to 18%.

### B. Operating Budget

1. **Higher Education Opportunity Act**
   - Provides additional general funds totaling $219,317 to support the goals of the Higher Education Opportunity Act and UMW's six-year plan.
   - Adds $11,212 for additional operating support, bringing the total of new general fund support to $230,529. The additional funds come from a reduction in the Governor's recommended increase for need-based student aid.
   - Reduces the Governor's recommended increase by $33,382, bringing the total of new general fund support to $185,935.
   - Reduces the Governor's recommended increase by $29,320, bringing the total of new general fund support to $189,997. The new general funds are provided for base operating support.

   - Increases UMW's FY14 reallocation requirement from $361,240 to $903,101 to support initiatives identified in UMW's six-year plan.
   - Sets UMW's reallocation requirement at $361,240. Adds language providing for an additional reallocation of up to $541,861 for institutional initiatives or priorities.
   - Sets UMW's reallocation requirement at $361,240 for supporting initiatives in its six-year plan.
   - Sets UMW's reallocation requirement at up to $361,240, to address faculty compensation issues, operation and maintenance of new facilities or other institutional priorities.
## Preliminary Analysis of Conference Committee Budget Actions

### HB 1500 and SB 800

#### February 23, 2013

<table>
<thead>
<tr>
<th>Governor's Budget</th>
<th>House Amendments</th>
<th>Senate Amendments</th>
<th>Conference Report</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Turnover and Vacancy Savings</td>
<td>- No change to original budget.</td>
<td>- No change.</td>
<td>- Eliminates higher education budget reduction for turnover and vacancy savings adopted by the 2012 General Assembly. For UMW, restores general funds of $97,851.</td>
</tr>
<tr>
<td>3. Student Financial Assistance</td>
<td>- Recommends additional general funds of $22,424 for undergraduate, need-based aid.</td>
<td>- Reduces the Governor's recommendation by $11,212 for a revised increase of $11,212. The additional $11,212 is designated for work-study financial aid programs.</td>
<td>- Adds $84,090 to the Governor's recommended increase for need-based undergraduate aid, for a revised increase of $106,514.</td>
</tr>
<tr>
<td>4. James Monroe Museum and Memorial Library</td>
<td>- No similar action.</td>
<td>- Adds $10,000 for additional operating support.</td>
<td>- Adds $10,000 for additional operating support.</td>
</tr>
<tr>
<td>5. Out-of-State Capital Outlay Fee</td>
<td>- No similar action</td>
<td>- Reduces UMW's payment to Treasury by $46,134 based on estimated revenue generated by the capital outlay fee for out-of-state students.</td>
<td>- Reduces UMW's payment to Treasury by $46,134. For FY14, UMW's payment will be $293,535.</td>
</tr>
<tr>
<td>6. Higher Education Equipment Trust Fund (HEETF)</td>
<td>- Provides an allocation to UMW of $528,587 for 2013-14. This is the same allocation UMW will receive in 2012-13.</td>
<td>- No change.</td>
<td>- No change.</td>
</tr>
<tr>
<td>7. Assessment of Institutional Performance</td>
<td>- No similar action.</td>
<td>- Adds language regarding the assessment of institutional performance as recommended by the Higher Education Advisory Committee and SCHEV.</td>
<td>- Adds language regarding the assessment of institutional performance as recommended by the Higher Education Advisory Committee and SCHEV.</td>
</tr>
</tbody>
</table>
### C. Capital Outlay

1. **Maintenance Reserve**
   - Allocates $562,604 to UMW for 2013-14. This is the same allocation UMW received for 2012-13.
   - No change.
   - No change.
   - No change.

2. **Renovation of Mercer and Woodard Halls**
   - Provides funding to support a variety of projects moving from planning to construction. Authorized projects include the renovation of Mercer and Woodard Halls.
   - No change.
   - No change.
   - No change.