

UNIVERSITY OF MARY WASHINGTON (UMW)
Preliminary Analysis of House and Senate Budget Amendments
HB 30 and SB 30
February 16, 2014

Governor's Budget	House Amendments	Senate Amendments
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A. Compensation

1. Faculty and Staff Bonus

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| <ul style="list-style-type: none"> - Includes a 2% bonus effective December 1, 2014, for employees receiving an evaluation rating of "meets expectations" or better. | <ul style="list-style-type: none"> - Includes a 2% bonus effective July 1, 2015, for employees receiving a performance rating of at least "meets expectations". Employees receiving a 2% permanent increase as described below are not eligible for the bonus. | <ul style="list-style-type: none"> - Includes a 1% bonus effective December 1, 2015, for employees who have received an equivalent rating of at least "contributor" on their most recent performance evaluation. |
| <ul style="list-style-type: none"> - No similar action. | <p>General Funds for the bonus are appropriated directly to the institutions of higher education. If the revenue requirements for awarding the bonus are not met, the institutions may retain the general funds to meet other operating needs.</p> | <ul style="list-style-type: none"> - No similar action. |
| <ul style="list-style-type: none"> - Includes an additional 1% bonus for employees receiving a rating of "exceeds expectations". | <ul style="list-style-type: none"> - No similar action. | <ul style="list-style-type: none"> - No similar action. |
| <ul style="list-style-type: none"> - Both bonus components are contingent upon FY14 year-end balances that meet twice the general fund cost of the bonus. | <ul style="list-style-type: none"> - The bonus is contingent upon no or limited downward revisions in the state general fund revenue estimates prepared for FY15 and FY16. | <ul style="list-style-type: none"> - The bonus is contingent upon no or limited downward revisions in state general fund revenue estimates prepared for FY15 and FY16. |

2. Permanent Increase for Selected Positions

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| <ul style="list-style-type: none"> - Provides for a permanent 2% salary increase effective July 25, 2014, for selected positions, including Law Enforcement, Security Officers, and Housekeepers. To receive the salary increase employees must have a rating of "contributor" or better on their most recent performance evaluation. The salary increase is not state revenue contingent. | <ul style="list-style-type: none"> - Provides for a permanent 2% salary increase effective December 10, 2014, for selected positions as identified in the Governor's budget. The salary increase is contingent upon no or limited downward revisions in state general fund revenue estimates prepared for either FY15 or FY16. | <ul style="list-style-type: none"> - Provides for a permanent 1% salary increase effective December 10, 2014, for all employees. The salary increase is contingent upon no or limited downward revisions in state general fund revenue estimates prepared for FY15 and FY16. |
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3. <u>VRS Rates - Employer</u> - Reflects an increase in the employer contribution rate from 8.76% to 12.33%.	- No change.	- No change.
4. <u>Health Insurance Rates - Employer</u> - Increases the employer cost of health insurance by an estimated 5% in FY15 and 7% in FY16.	- No change.	- No change.
5. <u>Other Post-Employment Benefit Rates - Employer</u> - Includes employer contribution rates for group life, sickness and disability, and the retiree health insurance credit.	- No change.	No change.

B. Operating Budget

1. Operating Funds for E&G Programs

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| <ul style="list-style-type: none"> - Provides additional general funds totaling \$1,314,772 to support the goals of the Higher Education Opportunity Act and UMW's six-year plan. - Provides additional general funds of \$79,060 in FY15 and \$83,750 in FY16 to support the First-Year Experience program. | <ul style="list-style-type: none"> - Provides additional general funds totaling \$1,678,883 the first year and \$1,947,136 the second year. These funds are to be used for the following purposes: <ul style="list-style-type: none"> - \$292,143 in the second year for a two percent faculty bonus - \$130,504 in the second year for a two percent classified staff bonus - \$294,707 the first year and \$456,489 the second year for O&M of new buildings - \$1,384,176 the first year and \$1,068,000 the second year for tuition moderation, retention and graduation efforts, degree incentives and other operational needs. - No line-item funding. | <ul style="list-style-type: none"> - Provides additional general funds totaling \$261,841 in the first year and \$786,840 in the second year. Of these amounts, \$90,106 in the first year and \$341,015 in the second year are for the general fund share of a 1% faculty salary increase (FY15) and 1% faculty bonus (FY16). - Identifies line-item funding for the First-Year Experience program as reflected in the introduced budget. |
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<ul style="list-style-type: none"> - Provides additional general funds of \$16,750 in FY14 and \$33,500 in FY16 to support UMW's Online Learning Initiative. - No similar action. - Increases UMW's reallocation requirement from from \$361,240 in FY14 to \$757,243 in each year of the 2014-16 biennium. 	<ul style="list-style-type: none"> - No line-item funding. - Provides additional general fund support of \$150,000 in FY15 and \$200,000 in FY16 for the BSN degree completion program. - Eliminates language regarding TJ21 reallocation requirements. Adds new language requiring the reallocation of up to two percent of the FY14 E&G general fund appropriation to cover the nongeneral share of the two percent faculty/staff bonus. - Eliminates \$600,000 increase recommended in the introduced budget. - No change. - Requires the Auditor of Public Accounts to develop a standardized reporting format for intercollegiate revenues and expenses before October 1, 2014. Institutions will be required to resubmit FY12 reports using the new format by December 1, 2014. 	<ul style="list-style-type: none"> - Identifies line-item funding for the Online Learning Initiative as reflected in the introduced budget. - Provides additional general fund support of \$100,000 in FY15 and \$200,000 in FY16 (an increase of \$100,000 over FY15) for the BSN degree completion program. - Eliminates language regarding TJ21 reallocation requirements. - Increases the amount of additional general fund support in the introduced budget by \$60,000 in the first year and \$88,000 in the second year. - Recommends a total program increase of \$8.8 million in each year for research and workforce equipment. UMW's allocation does not change from the introduced budget. - No similar action.
<p>2. <u>Student Financial Assistance</u></p> <ul style="list-style-type: none"> - Recommends additional general funds of \$600,000 for undergraduate, need-based aid for in-state students. 		
<p>3. <u>Higher Education Equipment Trust Fund (HEETF)</u></p> <ul style="list-style-type: none"> - Provides an allocation to UMW of \$528,587 in each year of the 2014-16 biennium. This is same allocation UMW received in FY14. 		
<p>4. <u>Intercollegiate Athletic Reporting</u></p> <ul style="list-style-type: none"> - No similar action. 		

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<p>5. <u>Athletic Coaching Salaries</u></p>		
<ul style="list-style-type: none"> - No similar action. 	<ul style="list-style-type: none"> - No similar action. 	<ul style="list-style-type: none"> - Prohibits the use of general fund monies above \$100,000 for any individual coaching salaries. Athletic coaching salaries with general fund monies above this amount must be phased-down over a 5-year period at 20% per year until reaching the \$100,000 cap.
<p>C. Capital Outlay</p>		
<p>1. <u>Maintenance Reserve</u></p>		
<ul style="list-style-type: none"> - Allocates \$628,736 to UMW in each year of the 2014-16 biennium. This is an increase from the FY14 allocation of \$562,604. 	<ul style="list-style-type: none"> - Increases maintenance reserve funding by \$2.6 million in the first year and \$2.4 million in the second year. This action does not change UMW's allocation from that reflected in the introduced budget. 	<ul style="list-style-type: none"> - Increases maintenance reserve funding by \$13.5 million in each year. The additional funding is to be allocated proportionally among agencies and institutions. UMW's additional allocation is estimated at \$138,000, bringing the total annual allocation to \$766,736.
<p>2. <u>Battleground Athletic Complex</u></p>		
<ul style="list-style-type: none"> - Included in the Governor's recommended amendments to the introduced budget. 	<ul style="list-style-type: none"> - Authorizes use of \$10,142,000 in nongeneral funds for the project. 	<ul style="list-style-type: none"> - Authorizes use of \$10,142,000 in nongeneral funds for the project.