

**University of Mary Washington  
Faculty and Staff Compensation Actions**

Fiscal Year	State Compensation Actions	UMW Actions
2006-07	4% classified / 4% faculty	
2007-08	4% classified / 4% faculty	
2008-09	No increase	
2009-10	No increase	
2010-11	3% bonus classified and faculty	
2011-12	5% increase for VRS employees to offset 5% increase in employee VRS contribution requirement	
2012-13	3% bonus for classified and faculty	
2013-14	2% classified increase plus \$65 for each year of eligible service 3% increase for faculty	
2014-15	No increase	
2015-16	2% classified plus \$65 for each year of eligible service / 2% faculty	<ul style="list-style-type: none"> <li>* UMW implemented flat \$2,000 increase for teaching faculty</li> <li>* UMW implemented flat \$1,700 increase for administrative faculty</li> </ul>
2016-17	No increase <i>(3% increase in original budget, but state did not meet revenue threshold.)</i>	<ul style="list-style-type: none"> <li>* 2.5% increase for teaching faculty</li> <li>* \$1,000 bonus for admin fac/classified</li> <li>* Bonus for wage employees \$500 for &gt;100 hrs worked \$100 for &lt; 100 hrs worked</li> </ul>
2017-18	2% faculty increase 3% classified increase	<ul style="list-style-type: none"> <li>* Additional 1% increase for teaching and administrative faculty (3% total)</li> <li>* First-year of market gap adjustment plan for teaching faculty</li> <li>* Revised promotion and tenure scale</li> </ul>
2018-19	No increase	<ul style="list-style-type: none"> <li>* Second-year of market gap adjustment plan for teaching faculty (\$200,000 pool for salaries/fringes)</li> <li>* First-year of market gap adjustment plan for administrative faculty and classified staff. Classified brought to 90% of sub-band minimum. Increases also provided to individual wage positions (\$300,000 pool for salaries, wages and associated fringe benefits)</li> </ul>
2019-20	2.75% across-the-board for classified 2.25% merit increase for classified 3% across-the-board for faculty	