

**Subject:** Instant HR/Payroll: 2016 Mason Strategic Retention Initiative

**Date:** Wednesday, October 26, 2016 at 12:50:49 PM Eastern Daylight Time

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### 2016 Mason Strategic Retention Initiative

Despite recent Commonwealth budget reductions, Mason is highly committed to the retention of our talented faculty and staff. The Board of Visitors recently approved the *2016 Mason Strategic Retention Initiative*. The details of the plan are described below by type of employment. The Initiative will be a point of discussion at tomorrow's HR Liaison meeting which begins at 1:30pm. If you would like to attend the liaison meeting, please visit <http://hr.gmu.edu/learning/hr.php> to register.

## 2016 Mason Strategic Retention Initiative

The University received approval from the Board of Visitors at its October 2016 meeting to fund the following increases:

### Instructional/Research and Administrative/Professional Faculty

- All eligible faculty making \$200,000 and below will receive a 2.0% increase in their base pay.
- Faculty making more than \$200,000 will receive a 1% increase in their base pay.
- Anyone hired or rehired on or before August 25, 2016, will be eligible for the increase.
- For faculty paid semi-monthly, the effective date will be November 25, 2016 (paid December 16, 2016). For administrative/professional faculty paid bi-weekly, the effective date will be November 27, 2016 (paid December 16, 2016).
- As this is a university-wide increase, the increases apply to all employees regardless of the funding source.

### Classified Staff

- All eligible classified staff will receive a 2% increase.
- Classified staff who have already received in-band increases over 8% after June 25, 2016, will receive a one-time bonus of \$1,000 in lieu of the raise, to be included in the December 16, 2016 paycheck.
- Anyone hired or rehired on or before August 25, 2016, will be eligible for the increase.
- The effective date will be November 25, 2016 (paid December 16, 2016) for classified employees paid semi-monthly. For classified employees paid bi-weekly, the effective date will be November 27, 2016 (paid December 16, 2016).
- The Mason Retention Initiative will be applied prior to any FLSA increases effective the same date. ○

Example:

- 11/10/16 salary \$40,000
- 11/25/16 2% increase - \$40,800
- 11/25/16 FLSA increase - \$47,476 = final 11/25 salary

### Adjunct Faculty

- The minimum rate for adjunct faculty shown on the "[Adjunct Faculty Pay Matrix](#)" will be raised by 2% effective Spring Semester 2017.
- Any adjunct faculty below the new minimum rate will be raised to the new rate effective Spring Semester 2017.
- All adjunct faculty will receive a [50% discount](#) on select parking lot permits for Spring and Fall 2017.

## Non-Student Wage

- All non-student wage employees will receive a [50% discount](#) on select parking lot permits for Spring and Fall 2017.

## Increase *“Pause”*

Increases related to both the Mason Retention Initiative and the FLSA adjustments will be our primary focus in the coming months. To ensure timely and accurate processing, there will be a hold on any other increases during the period of 10/25/16 through 1/09/17. Exceptions include competitive transfers/promotions, contractual agreements, and counter offers.

Please contact Workforce Planning with any questions at [workplan@gmu.edu](mailto:workplan@gmu.edu).

October 25, 2016