

2016 Mason Strategic Retention Initiative

Frequently Asked Questions

1. *What is the 2016 Mason Strategic Retention Initiative?*

In early October, the Board of Visitors approved the 2016 Mason Strategic Retention Initiative. The Initiative is a retention increase for eligible faculty and staff and is not tied to performance.

It also includes:

- A 2% increase in the minimum rate to the [Adjunct Faculty Pay Matrix](#) effective with the spring 2017 semester.
- A 50% discount on [select parking permits](#) for adjunct faculty and non-student wage employees for the Spring and Fall semesters of 2017.

2. *Who is eligible for the 2016 Mason Strategic Retention Initiative salary increase or bonus?*

Instructional/Research faculty, Administrative/Professional faculty, and Classified staff who were hired or rehired on or before August 25, 2016.

3. *What is the salary increase and who receives it?*

The increase varies is dependent upon a number of variables:

- All eligible faculty making \$200,000 and below will receive a 2.0% increase in their *base* pay.
- All eligible classified staff will receive a 2% increase.
- All eligible faculty making more than \$200,000 will receive a 1% increase in their *base* pay.

4. *What is included in the faculty increase?*

The faculty increase is based upon base pay only, no stipends (i.e. Eminent Scholar Stipend) are included.

5. *If I am receiving temporary pay, will I receive the 2% retention increase?*

Yes, the increase will be calculated on your base pay and not the temporary increase.

6. *What is the bonus and who receives it?*

A one-time bonus of \$1000 in lieu of a raise will be received by those classified staff who received an in-band increase over 8% after 6/25/16.

- Why am I not receiving the salary increase?*

Commonwealth policy allows a maximum in-band adjustment of 10%. If you received more than 8% since 6/25/16, the 2% increase would bring you over the 10% limit.

b. *Is the bonus being grossed up?*

The bonus is not being grossed up. Payroll taxes will be deducted from the taxable income.

7. *Will eligible faculty and staff who are on Leave Without Pay (LWOP) receive the increase or bonus?*

Yes, the increase or bonus will be paid upon their return to active status.

8. *When will I see the salary increase or the bonus in my paycheck?*

Semi-monthly employees: the effective date is 11/25/16 and it will be paid on 12/16/16.

Bi-weekly employees: the effective date is 11/27/16 and it will be paid on 12/16/16.

9. *What if I am also receiving an increase due to the Department of Labor's Fair Labor Standards Act (FLSA) changes going into effect on 12/1/16?*

Some faculty and staff will be receiving FLSA-based increases effective at the same time as the Mason Strategic Retention Initiative. The Initiative increase will be applied prior to the FLSA increase. For example:

- 11/10 salary is \$40,000
- 11/25 2% increase raises the salary to \$40,800
- 11/25 FLSA increase applied afterwards

Additional information on the FLSA changes can be found in FAQs located on HR & Payroll's [Workforce Planning site](#)

If you have any questions regarding the FAQs, please contact workplan@gmu.edu.