

## 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