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Date: June 17, 2022
From: Lisa Hersch, Chief Human Resources Officer
To: Faculty and Staff
RE: FSU Salary Guidelines

The FY 2023 salary information is consistent with the University System of Maryland (USM) salary guidelines, salary structures in place, and Executive Committee consensus. The following salary guidelines were provided and may apply to faculty and staff employees in Regular status or Contingent positions, regardless of the source of funding for the employee's position at Frostburg State University (FSU).

Exempt Regular PIN Employees

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** A merit increase has been approved and will be effective July 1, 2022. Consistent with FSU's performance evaluation plan and/or AFSCME MOU Article 9, regular status exempt employees must have received at least a "Meets Standards" performance evaluation rating in FY 2022 to qualify for a 2.5% average merit increase.
3. **Exempt Salary Structure:** If the Board of Regents votes and approves in June 2022 to adjust the exempt salary structure, the adjustment will be effective July 1, 2022. Employees whose salary falls below the new minimum of the pay range will receive a pay increase to the new minimum of the range.

Nonexempt Regular PIN Employees

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** A merit increase has been approved and will be effective July 1, 2022. Consistent with USM Policy VII-9.20 and/or AFSCME MOU Article 9, regular status nonexempt employees must have received at least a "Meets Standards" performance evaluation in FY 2022 to qualify for a 2.5% merit increase.
3. **Nonexempt Staff Salary Structure:** If the Board of Regents votes and approves in June 2022 to adjust the nonexempt salary structure, the adjustment will be effective July 1, 2022. Employees whose salary falls below the new minimum of the pay range will receive a pay increase to the new minimum of the range.

Full-Time Tenured Faculty

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** Eligibility based on FY 2022 evaluation to qualify for the merit increase effective July 1, 2022.

Full-Time Tenure Track Faculty

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** Eligibility based on FY 2022 evaluation to qualify for the merit increase effective July 1, 2022.

Exempt Contingent II Employees

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** Eligibility based on FY 2022 evaluation to qualify for the merit increase effective July 1, 2022.

Nonexempt Contingent II Employees

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** Eligibility based on FY 2022 evaluation to qualify for the merit increase effective July 1, 2022.

Full-Time Non-Tenure Track Faculty

1. **Cost of Living Adjustment (COLA):** A 3% cost of living adjustment will be provided effective July 1, 2022.
2. **Merit Increase:** Eligibility based on FY 2022 evaluation to qualify for the merit increase effective July 1, 2022.

Adjunct Faculty

1. **Cost of Living Adjustment (COLA):** Not eligible
2. **Merit Increase:** Not eligible

Exempt Contingent I Employees

1. **Cost of Living Adjustment (COLA):** Not eligible
2. **Merit Increase:** Not eligible

Nonexempt Contingent I Employees

1. **Cost of Living Adjustment (COLA):** Not eligible
2. **Merit Increase:** Not eligible

Minimum Wage

1. The minimum wage for Maryland workers increased to \$13.25 per hour starting January 1, 2023. The minimum wage applies to all USM employees, including student employees and general assistants.

Order for Processing Simultaneous Pay Transactions, if involved:

1. Salary structure adjustment
2. Cost of Living Adjustment (COLA)
3. Merit adjustment
4. Any other transaction (e.g., promotion, reclass)

Questions related to this memo may be directed to the Office of Human Resources or the Office of Payroll and Employee Services.