



Office of
Human Resources
800 York Road
Towson, MD 21286

July 1, 2021

**To Kim Schatzel, Marie Peneault, Ben Lowenthal, Leah Cox, Patricia Bradley,
Brian DeFilippis, Vernon Hute, Dariusz Izari, Timothy Leonard, Saa Slaff, Joe
Haring, Katie Malone and Sean Walsh**

From Steve Jones, Associate Vice President of Human Resources

Re: Towson University's (TU) FY 2022 Pay Adjustment Guidelines

CC: Brandon Chen, Divisional Budget Offices, and HR Partners

The University System of Maryland (USM) compensation guidelines have been provided for the new fiscal year beginning July 1, 2021. These include the following

The FY 2022 budget does not provide for cost of living adjustments or merit increases

The nonexempt salary structures will be adjusted for Fiscal Year 2022 by 1.9% and any nonexempt employee whose pay falls below the new minimum of each pay range will receive a pay increase to the new range minimum at the beginning of the first full pay period after June 20, 2021.

The exempt salary structures currently in effect will continue unchanged, at least through the end of fiscal year 2022. TU senior administration will also be considering implementing pay range recommendations for exempt positions resulting from the TU Market Assessment & Pay Study (MAPS) related to our pay structures.

We will make adjustments to faculty and exempt staff individuals whose pay was determined to be below the competitive market rate for their position as recommended from the MAPS.

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