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TOWSON ED

Office of HumanResources 8000YarkRoad Towson MD21252 Jly 1, 2021

To KimSchatzel, Melanie Peneault, BenLoventhal, LeahCox, Patricia Bradley, BianDeFilippis, VenonHute, Dataius Itari, Timothy Leonard, Sata Slaff, Joe Hening Katie Malore and Sean Welsh

From Steve Jones Associate Vice President of Human Resources

Re TovsonUniversity's (IU) FY 2022Pay Adjustment Guidelines

CC Branchen Divisional Budget Officers, and HR Partners

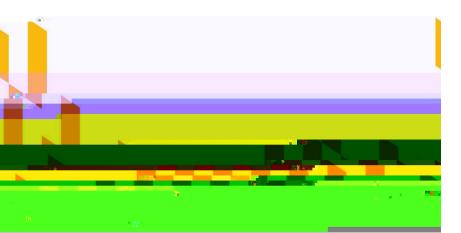
The University Systematic Mandagid (USIV) normensation guidelings haté been ad id provided for the new fiscal year beginning. Lty 1, 2021. These induce the following

The FY 2022 budget does not provide for cost of living adjustments or menit 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 exempts alay structures currently in effect will continue unchanged, at least though 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 exempts taffindividuals whose pay was determined to be below the competitive market rate for their position as recommended from the MAPS 1

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