University of Baltimore FY22 Salary Guidelines  
January 20, 2022

Overview:
Chancellor Perman has issued updated University System of Maryland (USM) FY 2022 salary guidelines in accordance with legislative and budgetary requirements. The key elements of the USM guidelines include:

- An adjustment to the non-exempt salary structure
- A 1% Cost of Living Adjustment (COLA) in January 2022
- Merit increases in January 2022
- A one-time $1500 bonus

UBalt has developed institution-specific guidance for implementation of the Chancellor’s guidelines. The below details eligibility, timing and payment amounts for each of the salary actions documented in the Chancellor’s Guidelines. USM includes only regular status faculty and staff for the COLA, Merit and Bonus and permits institutional decisions on inclusion of contractual employees. UBalt will extend the COLA, Merit and Bonus to Contingent II employees.

Non-Exempt Salary Structure Adjustment

In December, the Board of Regents approved a change to the non-exempt salary structure to a minimum of $15/hour. UBalt implemented a $15 minimum for regular and contingent II staff in July 2021.

FY 2022 Cost of Living

A 1% Cost of Living Adjustment (COLA) has been granted for regular and contingent II staff and faculty.

- Eligibility: Employee must have been employed on December 31, 2021 and remain on payroll for the pay period beginning January 12, 2022.
- Amount: 1% COLA will be added to the employee’s base pay
- Timing:
  - Regular pay period starting 1/12/22
  - Contractual pay period starting 1/5/22
• Funding:
  o Central funding for state funded (4010) positions
  o Funding for non-state positions must be covered by the grant / contract or self-support budget.

FY2022 Merit Adjustment

The January 2022 merit is deferred from July 1, 2021, and applies to regular and contingent II faculty and staff. A deferred merit means that the eligibility is determined as though the merit was issued on July 1, 2021.

• Eligibility
  o Non-exempt employees must have completed original probation prior to June 30, 2021
  o Exempt employees and faculty must have been hired prior to January 31, 2021
  o Employee must have received “meets standards” or better on their 2021 performance appraisal
  o Employees who experienced the following job changes since July 1, 2021 are not eligible for merit. The job actions resulted in a compensation review based on the new role.
    ▪ Promoted through a competitive recruitment process
    ▪ Promoted without a competitive recruitment or reclassified into an existing vacant position
    ▪ Formal reclassification due to significant expansion / change of duties in the existing position (approximately 30% change of duties). The OHR compensation review resulted in a new title and corresponding salary.

• Amount
  o 2.5% merit adjustment added to employee’s base pay.
  o Non-exempt employees may receive merit up to the maximum of their respective pay range. Merit above the maximum of the range will be paid in a one-time lump-sum payment.

• Timing
  o Regular pay period starting 1/12/22
  o Contractual pay period starting 1/5/22
• Funding
  o Central funding for state funded (4010) positions
  o Funding for non-state positions must be covered by the grant / contract or self-support budget.

Bonus

A $1500 bonus, adjusted by FTE, will be granted to regular and contingent II faculty and staff.
• Eligibility: employed at UBalt on December 31, 2021 and on payroll for the pay period beginning January 26, 2022.
• Timing:
  o Regular pay period starting 1/26/22
  o Contractual pay period starting 1/19/22
• Funding:
  o Central funding for state funded (4010) positions
  o Funding for non-state positions must be covered by the grant / contract or self-support budget.

FY23 Salary Adjustments
The Governor has announced future adjustments for FY23 to be effective in July 2022. Those increases will be dependent upon the legislative session and applicable USM guidance. Information regarding these adjustments will be announced when finalized after the legislative session.