




# Georgia Institute of Technology

Office of the President

October 25, 2018

## MEMORANDUM

**TO:** Cabinet, Vice Presidents, Vice Provosts, Deans, Major Unit Heads, and School Chairs

**FROM:** G.P. "Bud" Peterson, President 

**RE:** FY 2019 Salary/Merit Increases

This past spring, the University System of Georgia (USG) distributed the merit pay policy for FY 2019, which stated:

"Fiscal year 2019 state appropriations for the University System of Georgia did not include funding for merit-based pay adjustments. However, institutions are permitted to create a merit pool up to 2 percent using internal resources to provide salary increases to employees. Salary increases shall be awarded solely on merit, ranging from 0 percent to 4 percent. Institution presidents are permitted to narrow the range but may not exceed the range. All merit increases provided for fiscal year 2019 will be effective January 1, 2019. Institutions are not required to establish a merit pool in FY 2019." (April 17, 2018 memo from Shelley Nickel, Executive Vice Chancellor)

In accordance with this policy, we are pleased to be able to offer a modest pool for merit increases to a substantial part of our campus community. However, due to available resources, we are limited in what we can do at this point. As a result, we are focusing the available funds on the following groups, for the purposes noted below:

- Increase the campus minimum salary by 3.6 percent, from \$11.88 per hour to \$12.31 per hour, and provide raises for all employees whose salaries fall below the new minimum;
- Increase minimum pay levels for all classified staff grades, using the market studies conducted by the Office of Human Resources;
- Provide limited funds for retention and compression issues;
- Fund faculty salary increases for promotion and tenure actions; and
- Provide merit based increases within the range of 0 percent to 4 percent for eligible employees earning \$150,000 a year or less (9 month basis for faculty).

The pay actions for the campus minimum salary and grade increases will be implemented in the first payroll on or after November 1, 2018 and the remaining merit increases will be effective the first payroll on or after January 1, 2019.

Thank you for your patience, as we assessed our fall enrollment and our ability to develop this plan and ensure we had adequate resources to fund these pay increases.