



# The Universities

AT SHADY GROVE

To: USG Staff  
From: Office of Human Resources  
Date: June 7, 2018  
Subject: FY 2019 USM Compensation Guidelines

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The Office of the Chancellor administers the USM Compensation Guidelines to serve as a comprehensive and informative communiqué relative to pay administration for Faculty and Staff employees classified as Regular or Contingent I or II status. These guidelines will take effect beginning July 1, 2018 through June 30, 2019. The FY 2019 budget includes a 2% Cost of Living Adjustment (COLA) but does not include a merit increase for this fiscal year. These compensation guidelines address areas such as promotions, reclassifications, equity increases, and other types of pay. The compensation guidelines also allow employees to be rewarded for exceptional performance and employee contributions through compensation and other forms of recognition, dependent upon institutional funding resources and availability.

The FY 2019 USM Compensation Guidelines can be found on the Office of Human Resources website at the following link [FY 2019 USM Compensation Guidelines](#) as well as an attachment to this memorandum. Questions pertaining to the application of these guidelines should be directed to the [Office of Human Resources](#).