

Faculty and Staff Compensation Program 2023-24**BOARD OF VISITORS****September 28, 2023**

The 2023 General Assembly session adjourned on February 25, 2023, passing only minor amendments to the biennial budget originally approved in 2022, referred to as a “skinny budget”. The resulting biennial budget approved by the General Assembly included a 5.0 percent compensation program for salaried state employees, effective June 10, 2023. That 5.0 percent compensation program was implemented accordingly.

On August 25th, 2023 the General Assembly announced that an agreement had been reached on a comprehensive set of amendments to the previously approved “skinny budget”, prompting the Governor to convene a special session on September 6, 2023 for legislators to amend the state budget. Included among the amendments was an additional 2.0 percent compensation program for salaried state employees, effective December 10, 2023. The governor signed the amended state budget on September 14, 2023.

University compensation is administered under three different authorizations:

- Classified staff subject to the State’s Personnel Act in which the Appropriation Act and the Commonwealth’s Department of Human Resource Management (DHRM) define compensation programs parameters.
- Faculty under the Code of Virginia which empowers institutional control.
- University Staff under the Restructuring Act which empowers institutional control, with further delegation by the Board of Visitors to the university administration.

For Classified Staff, the state intends for an across-the-board program with the exception of employees with low performance under state and DHRM rules.

For Faculty and University Staff, the university recommends a similar 2 percent across-the-board compensation program to be administered by the university for eligible employees.

RECOMMENDATION:

Consistent with the amended state budget (Chapter 1 of the 2023 Special Session I), the university recommends a 2.0 percent compensation program for eligible salaried employees, effective December 10, 2023.

October 4, 2023

2023-24 COMPENSATION FOR FACULTY & STAFF

TIM HODGE, ASSOCIATE VICE PRESIDENT
FOR BUDGET AND FINANCIAL PLANNING

October 4, 2023

FY24 COMPENSATION BACKGROUND

- The original FY24 budget approved by the General Assembly included a 5% compensation program for salaried state employees, effective June 10, 2023.
 - That 5% compensation program was implemented accordingly.
- On September 14, 2023, the Governor signed an amended state budget. Included in the amendments is an additional 2% compensation program for salaried state employees, effective December 10, 2023.

2023-24 COMPENSATION: DECEMBER 10, 2023

- For Classified Staff, the state intends for a 2% across-the-board program with the exception of employees with low performance under state and DHRM rules.
- For Faculty and University Staff, the university envisions a similar 2% across-the-board compensation program for all eligible employees.

2023-24 COMPENSATION FOR FACULTY & STAFF

RECOMMENDATION

Consistent with the amended state budget (Chapter 1 of the 2023 Special Session I), the university recommends implementation of a 2% compensation program for eligible salaried employees, effective December 10, 2023.

October 4, 2023

DISCUSSION