

Attachment I - FY 2017 - Eligibility for Merit

| PHR Category | Subcode | Eligible for Merit (1) | Set July 1 salary through: BPM or PHR | Notes | |
|---|--|---|---------------------------------------|---|--|
| Regular Status Employees | | | | | |
| Merit at an average of 2.5% is centrally funded by the campus for State-Supported Accounts | | | | | |
| 01 | Faculty Tenured | 1011-Faculty - Acad. Yr 1012-Faculty-12 Months | Yes | BPM | |
| 02 | Faculty-Non-tenured, On-Track | 1011-Faculty - Acad. Yr 1012-Faculty-12 Months | Yes | BPM | |
| 03 | Faculty-Non-tenured, Term Contract | 1018 - Faculty NT Lecturer | Yes | PHR (These lecturers appear in 'Lecturer' screen in BPM.) | UMCP agreements must be re-written with the additional salary adjustment and the appropriate effective dates. |
| 04 | Graduate Assistant | 1020-Graduate Assistants | See Notes | PHR | The campus provides divisions with a stipend allocation for the estimated increase in the state-funded GA pool. See Attachment B - Stipend Levels for Graduate Assistants and Fellows for the salary instructions. |
| 15 | Faculty Non-Tenured, Continuing Contract | 1015-Faculty NT Acad. Yr 1016-Faculty-NT 12 Months | Yes | BPM | |
| 20 | Nonexempt regular | 1014-Non-Exempt Staff | Yes | BPM | Departments must ensure that non-exempts who are ineligible (on initial probation or who do not meet performance standards) do not receive merit increases. For those eligible for merit, the department must ensure merit does not place the employee's base pay over the maximum pay range for their level. However, these employees are eligible for a one-time bonus that will be initiated through PHR. |
| 33 | Exempt Regular | 1013-Exempt Staff | Yes | BPM | |
| Non-Regular Status Employees | | | | | |
| Merit is funded by departments and are optional | | | | | |
| 05 | Fellow | 2078-NRA Fellows | No | Not applicable | |
| 14 | Undergraduate Student | 2075 - Student Wages 2074 - Federal Work Study Student | No | Not applicable | Not eligible for merit but must be paid at least \$8.75 per hour in accordance with the Maryland Minimum Wage Law. |
| 16 | Graduate Student | 2075 - Student Wages 2074 - Federal Work Study Student | No | PHR | |
| 19 | Trainee | 2067-Trainee 2077-NRA Indep Contractor | No | PHR | |
| 22 | Nonexempt, Contingent Category 2 | 2090-Contractual Employees | Yes | PHR | If departments choose to give merit, contract addenda must be completed with the additional salary adjustments with the effective dates. However, the campus does not provide additional funding. |
| 25 | Faculty Contractual | 2069-Faculty Contractual | Yes | PHR | If departments choose to give merit, contracts must be rewritten with the additional salary adjustments with the effective dates. However, the campus does not provide additional funding. |
| 31 | Nonexempt, Contingent Category 1 | 2073 - Non-Ex Contingent 1 | Yes | PHR | If departments choose to give merit, Contingent Status I form addenda must be completed with the additional salary adjustments and the appropriate effective dates. However, the campus does not provide additional funding. |
| 34 | Exempt, Contingent Category 1 | 2072-Exempt Contingent 1 | Yes | PHR | If departments choose to give merit, Contingent Status I form addenda must be completed with the additional salary adjustments and the appropriate effective dates. However, the campus does not provide additional funding. |
| 35 | Exempt, Contingent 2 | 2090-Contractual Employees | Yes | PHR | If departments choose to give merit, contract addenda must be completed with the additional salary adjustments with the effective dates. However, the campus does not provide additional funding. |
| 36 | Faculty Hourly | 2068-Faculty Hourly | Yes | PHR | If departments choose to give merit, Hourly Faculty Forms must be rewritten with these additional salary adjustments and the appropriate effective dates. However, the campus does not provide additional funding. |
| 37 | Faculty Non-regular, Non-Tenured | 2071-Faculty SumSch/Other | Yes | PHR | If departments choose to give merit, UMCP Agreements must be rewritten with the additional salary adjustments with the effective dates. However, the campus does not provide additional funding. |

(2) Merit increases will be effective on July 1, 2016.