

## Augusta University FY2019 Salary Administration Guidelines

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The current State of Georgia budget proposal for Fiscal Year 2019 does not include funding for salary increases for state employees. Although certain, limited circumstances could result in a pay adjustment, departments will not be able to include merit increases for employees in the FY2019 original budget process, regardless of funding source. The actions that may result in a salary increase include:

- Faculty promotions
- Employee promotions
- Position Reclassifications
- Market or Equity Adjustments

All actions above must be requested by a Dean or Vice President, with the approval of the appropriate Executive Vice President, and recommended by the Division of Human Resources for classified positions or the Provost for faculty positions. In addition, **all increase requests will be reviewed by the Executive Cabinet.** The effective date of an increase resulting from one of the above actions will be July 1, 2018, or August 1, 2018, for 9/10 month faculty

Please note, all increases are subject to the availability of funding within the budget unit. **In accordance with USG policy, for faculty promotions, staff promotions and staff position reclassifications, any increase exceeding 9.99% will require approval by the President and Chancellor, unless the requested amount is the minimum level of pay for the position to which the faculty or staff member is being promoted or is the minimum level of the new position classification pay grade. All other increases exceeding 9.99% will require President's and Chancellor's approval.**