

# COMPENSATION EFFORTS

## OVERVIEW

- West Virginia University recognizes that to attract and retain top talent, we must be more competitive in regard to faculty and staff compensation.
- However, due to budgetary pressures and reductions in recent years, the University has been unable to provide a regular merit increase program for its employees for far too long.
- At the request of our Board of Governors (“BOG”), WVU conducted a faculty market survey last year to assess the competitiveness of the University’s faculty pay. WVU also reviewed its staff pay positioning relative to current market ranges.
- These assessments showed that a significant number of WVU’s faculty and staff are paid below 90% of market, most notably among our faculty personnel.
- In response to that analysis, the University is developing a comprehensive multiyear plan to align both faculty and staff compensation closer to market-competitive pay levels. While not yet finalized and not funded, the plan is designed to raise WVU’s pay ranges overall, beginning with those employees who currently are most significantly below market value.
- The overarching goal of the compensation plan is to provide a long-term path to more regular pay increases for both faculty and staff. The ability to achieve these goals will depend on a number of factors, including the ability of the State to stabilize funding and provide additional revenues for compensation adjustments.

## PLAN OF ACTION FOR FY2018

The University hopes to begin implementing aspects of the plan in the coming weeks by providing for critical retention adjustments and adjustments for employees paid below 90% of the market. This will not solve our compensation issues, but is a first step on that path.

## UPDATE ON FY2019 ACTIVITIES

- Earlier this week, Gov. Jim Justice recommended a 5% pay increase for those who work in public K-12 education, including teachers and service personnel. He also recommended that the WV Legislature fund a 3% pay increase for all State employees as part of the FY 2019 budget.
- The House of Delegates has already passed legislation relating to the public K-12 teachers and service personnel. It is unclear at this time whether the Senate will act upon this measure. Senate leadership has indicated that they may redirect some of the revenues pledged for salary increases by the Governor instead to PEIA.
- Any additional monies provided by the Governor and Legislature for compensation adjustments for State employees, including those at WVU, would be provided in the Budget Bill. The Budget Bill will likely be considered over the next two to three weeks.
- This story is still developing. We will continue to provide frequent updates.
- As you may know, only approximately 25% of the average WVU employee’s total salary is subsidized by the State. WVU is therefore responsible for funding the difference between the portion funded by the State and what is necessary to meet a proposed pay increase.
- Once we know how much the State is providing for additional compensation, the University will then be able to work on a broad-based merit compensation plan for FY2019. We do not plan on an “across-the-board” raise where everyone is given the same amount. As was previously the case, it is anticipated that the FY2019 compensation adjustments will be based on merit.