



## November 25, 2015 A&P Faculty Compression Adjustment FAQs

### SUMMARY

The University has budgeted funding to support a salary compression adjustment effective November 25, 2015 for eligible Administrative and Professional Faculty (A&P Faculty) members based on their years of JMU and state service. The pay adjustment will be evident in the December 16, 2015 pay advice.

- Eligible A&P faculty with 10 to 20 years of continuous service as of July 1, 2015 will receive \$50 per full year of service added to base pay.
- Eligible A&P faculty with 21 to a maximum of 30 years of continuous service as of July 1, 2015 will receive \$95 per full year of service added to base pay.

### FREQUENTLY ASKED QUESTIONS

#### 1. Who is eligible for the November 25, 2015 compression increase?

Administrative and Professional Faculty with at least 10 full years of continuous full-time service at JMU as of July 1, 2015 (those with JMU full-time hire dates of July 1, 2005 or before). In addition, he/she must remain employed as a full-time A&P faculty member on November 25, 2015 and have an acceptable performance rating on the most recent A&P Faculty performance evaluation.

#### 2. Who is NOT eligible for the November 25, 2015 compression increase?

- Administrative and Professional Faculty with less than 10 years of continuous JMU service are not eligible for the compression adjustment.
- A&P faculty who did not receive an acceptable rating on the most recent A&P Faculty performance evaluation.
- A&P faculty separating from the university on or before November 25, 2015 will not receive the adjustment.
- Instructional faculty, classified staff, wage employees, part-time employees, and adjunct faculty are not eligible for the compression adjustment.

#### 3. How is the compression adjustment computed?

- **A&P Faculty with at least 10 full years of service as of July 1, 2015:**

*Example:* An A&P faculty member with 12 total continuous JMU years and 3 continuous state service years with no breaks in service even while transitioning to JMU:

$12+3= 15$  total years of service.

$15 \times \$50/\text{per year} = \mathbf{\$750.00}$  Compression adjustment to base pay.

- **A&P Faculty with at least 21 full years of service as of July 1, 2015:**  
*Example:* An A&P faculty member with 23 total continuous JMU years and 5 continuous state service years with no breaks in service even while transitioning to JMU:  
 $23+5= 28$  total years of service.  
 $28 \times \$95/\text{per year} = \$2,660.00$  Compression adjustment to base pay.

- 4. Is there a cap on the number of service years used for the compression adjustment?**  
 Yes, the maximum number of service years is 30 continuous service years (JMU and State).
- 5. I have a total of 13 years of JMU service but I left JMU for six months after my 8<sup>th</sup> year. Do I qualify for the compression adjustment?**  
 No. A&P faculty must have at least 10 full years of continuous JMU service to qualify for the adjustment.
- 6. I have over 10 years of full-time service at JMU and while I'm currently A&P Faculty, I spent part of that time as classified staff. Am I still eligible for the compression adjustment?**  
 Yes, as long as you were full-time classified or instructional faculty. However, you must currently be an A&P Faculty member as of July 1, 2015 to receive the increase.
- 7. I have 9 years of previous service for the Commonwealth of Virginia and 11 years of continuous JMU service. Before I started my JMU job I took a 3-month break. Will my state service be included in the compression adjustment?**  
 While you meet the eligibility criteria for a compression adjustment with 11 continuous years of JMU service, the previous 9 years of state service will not be used due to the 3-month break in service.
- 8. I have 17 years of continuous full-time JMU service and 6 years of continuous full-time state service in Virginia with no break in transition. What rate will you use to compute the compression adjustment?**  
 $17 \text{ years} + 6 \text{ years} = 23 \text{ total years} \times \$95/\text{year} = \$2,185.00$  compression adjustment
- 9. When will I see the increase in my pay?**  
 Eligible A&P faculty will see the increase in their December 16, 2015 pay advice.
- 10. What happens to A&P faculty who are on a leave status November 25, 2015?**  
 A&P faculty who are on a paid leave of absence will have the increase applied on November 25, 2015. A&P faculty who are on an unpaid leave of absence will have the increase applied when they return to active status.
- 11. Does the \$50/\$95 compression adjustment include years of service that were purchased?**  
 No, the compression compensation adjustment is based on continuous and completed years of full-time service.

Please contact your [HR Consultant](#) or Human Resources directly at 540-568-7247 with any questions.