



January 2025

Announcement from HR: Updates to Compensation and Benefits

Our top priority is fostering a thriving campus community and a supportive workplace. In line with this commitment, the Human Resources team is pleased to announce the following approved changes to compensation and benefits.

Wage Adjustments effective January 1, 2025

We have implemented several positive wage adjustments as part of our effort to ensure competitive and equitable compensation:

Faculty - Many market adjustments were made to full-time and proportional faculty salaries following a comprehensive review of faculty salaries.

Staff - Wage adjustments were provided to staff members who would have been positively affected by proposed changes to the Fair Labor Standards Act (FLSA), even though these changes were halted by Federal courts.

All Regular Employees (excluding temporary and casual workers) - Regular employees hired on or before June 30, 2024, received a 1.5% Across-The-Board (ATB) increase to their salary or hourly wage.

Funding for these adjustments came from budget reallocations and vacancy savings.

Enhanced Time-Off Benefits effective July 1, 2025

We are excited to introduce significant improvements to our sick time and other paid time off policies.

Unused Sick Time Rollover - Under the current policy, unused sick time cannot be rolled over to the next fiscal year. Starting July 1, 2025, the following changes will take effect:

- **Benefit-eligible staff** may roll over up to **80 hours** of unused sick time to the next fiscal year, with a maximum accrual of 30 sick days.
- **Nine-, 10-, 11-, and 12-month faculty and non-benefit-eligible staff** may roll over up to **40 hours** of unused sick time, with a maximum accrual of 80 hours.

Note: Unused sick time will not be paid out upon separation from the University.

Accelerated Vacation Accrual - Eligible staff will now earn **20 days of vacation annually** after completing five (5) years of service (previously 10 years).

Note: Current employees earning more than 20 vacation days annually will continue at their current accrual rate.

Personal Day Added - Benefit-eligible staff and 12-month faculty will gain **one personal day** added to their paid time off bank.

Note: Unused personal days will not rollover and are not paid out upon separation. Personal days must be approved by the manager in advance.

These updates reflect our commitment to supporting our employees and creating a thriving workplace. Thank you for all you do to contribute to our campus community!