

HR TALK:  
*UNDERSTANDING  
FY26 SALARY  
ADJUSTMENTS*

Presented by FVSU Office of  
Human Resources

September 2025



# Market Salary Adjustments



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# Market Salary Adjustments

Purpose: Align FVSU salaries with market standard.

Based on the 2017 salary study commissioned by the Carl Vinson Institute.

USG instituted a moratorium on salary studies but FVSU “grandfathered”.

# Market Salary Adjustments

Information from Carl Vinson Study (CVS) used to create salary ranges for FVSU positions.

Ranges indicate minimum, midpoint, and maximum pay ranges.

The upcoming salary adjustments will bring positions to minimum and closer to midpoint.

# Market Salary Adjustments

Employees hired prior to FY25 (on or before June 30, 2024).

Salary bands were adjusted by 6% (inflation).

Each eligible employee's current salary was compared to the minimum and midpoint of their position's adjusted salary band.

# Market Salary Adjustments

Primary consideration will be given to employees below the market minimum.

If an employee is not at market minimum, the employee's salary will be adjusted to the market minimum for their job classification.

An additional adjustment of the lesser of up to 2% or up to the midpoint for employees whose salaries are below the midpoint.

# Market Salary Adjustments

Effective Date for Eligible Employees:

The adjustments take effect retroactively on  
August 1, 2025

- Monthly employees will see the adjustment in their September 30<sup>th</sup> paycheck.
- Biweekly employees will see the adjustment in their October 3<sup>rd</sup> paycheck

# Market Salary Adjustments

## Example 1:

The salary range for Joe's position is:

Minimum	Midpoint	Maximum
\$41,500	\$54,050	\$66,525

Joe earns \$39,000 per year.

Joe is below the minimum salary for his position. He will receive a salary adjustment of \$2,500 to bring him to \$41,500. He will receive an additional \$830 to bring him closer to the midpoint.

**Joe's new annual salary is \$42,330**

**$(\$39,000 + \$2,500 + \$830 = \$42,330)$**



# Market Salary Adjustments

## Example 2:

The salary range for Joe's position is:

Minimum	Midpoint	Maximum
\$41,500	\$54,050	\$66,525

Joe earns \$49,000 per year.

Joe is below the midpoint salary for his position. Maximum adjustment allowed = 2%.

He will receive an additional \$980 to bring him closer to the midpoint.  
( $\$49,000 \times 2\% = \$980$ )

**Joe's new annual salary is \$49,980**  
( $\$49,000 + \$980 = \$49,980$ )

# Market Salary Adjustments

## Example 3:

The salary range for Joe's position is:

Minimum	Midpoint	Maximum
\$41,500	\$54,050	\$66,525

Joe earns \$54,000 per year.

Joe is below the midpoint salary for his position. Maximum adjustment allowed = 2%.

He will receive an additional \$50 to bring him to the midpoint. He does not receive 2% (\$1,080) because that will put him over the midpoint at \$55,080.

**Joe's new annual salary is \$54,050**  
(\$54,000 + \$50 = \$54,050)

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# Market Salary Adjustments

## Example 4:

The salary range for Joe's position is:

Minimum	Midpoint	Maximum
\$41,500	\$54,050	\$66,525

Joe earns \$54,100 per year.

Joe is above the midpoint salary for his position. Therefore, **Joe is ineligible for a salary adjustment.**

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# Merit Increases

A faint, dark blue background logo on the right side of the slide. It features a stylized torch with a flame, and the year '1895' is inscribed on a banner across the middle of the torch's handle.

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# Merit Increases

The merit increase is designed to recognize and reward up to the top 15% of staff and top 15% of faculty.

Those who consistently deliver outstanding results, provide exceptional customer service, and contribute meaningfully to the university's mission during the most recent performance period.

A large, faint watermark of the University of North Carolina seal is visible in the background. It features a stylized bird with spread wings, a shield on its chest, and the year '1895' at the bottom.

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# Merit Increases

To be eligible, employees:

- Must be regular, fully benefited faculty or staff working 30+ standard hours per week.
- Must be actively employed on July 1, 2025.
- Must Not have received a market adjustment, retention, counteroffer, or other salary adjustment during FY2025 (July 1, 2024 – June 30, 2025).

[Note: T&P will not render an employee ineligible]

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# Merit Increases

## **What is the maximum merit increase amount?**

Eligible employees may receive a merit increase of between 1% - 4%, based on their salary as of July 1, 2025.

The average increase across campus will be 2%.

All merit increases will be effective September 1, 2025.

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# Notification of Salary Adjustments

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# Notification of Salary Adjustments

Employees who will receive market adjustments or merit increases will receive communication.

Supervisors will be copied on the communication.

The notice will include the amount of the adjustment and the employee's adjusted salary amount.

Employees who will not receive adjustments / increases will receive communication that their salary will not be adjusted.

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# Other Points to Note

- Market adjustments are based on the market minimums and midpoints.
- Merit increases are based on performance evaluations and overall employee performance.
- Employees are eligible to receive either a market adjustment or a merit increase, but not both during FY26.

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# Other Points to Note

- USG has initiated a 12-18 month project to implement a systemwide compensation structure.
- HR will be available to assist with questions throughout the implementation of the market and merit increases.
- Please refer to the published FAQ for more information.

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# Questions



# Thank you!

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