



HUMAN RESOURCES & STRATEGIC TALENT MANAGEMENT

FY26 COLA/Merit

Summary:



1% Cost of Living Adjustment for: regular faculty & staff, contingent II, contingent I, adjunct, and graduate assistant positions

2.5 % Merit Increase for Nonexempt Collective Bargaining Members

1 % Retention Increase for Nonexempt Collective Bargaining Members with 5 or more years of USM Service.

1 % COLA and applicable Step Increase for FOP Members

Training & Reminders:

Departments will not have to enter or review COLA/Merit screens in PeoplesoftHR

Freeze on reclassification requests is in effect through July 7, 2025



Date of Hire must be on or before 06/30/2025 to receive COLA

Nonexempt Collective Bargaining Members who have completed probation on or before 07/01/2025 and received an “effective” or better overall rating on the April 2024-March 2025 PMP to receive Merit

Order of Increases: COLA, Merit / Step (if applicable), Retention Increase (if applicable)

Actions Required:

- ☐ Review Preliminary Gross Payroll Reports for Changes for PR 2026001 & 202604
- ☐ Review Final Gross Payroll Reports for Changes for PR 2026001 & 202604
- ☐ Review job data entries for any applicable COLA/Merit Increases



Resource:

[Salary Structure & Guidelines](#)