

UMB COLA Guidelines for Fiscal Year 2027 Eligibility, Application, and Processing

This document outlines Cost-of-Living (COLA) eligibility, criteria, and application.

COLA Eligible Employee Groups

1. Regular Exempt and CII Exempt Staff (33 and 35), Regular Nonexempt and CII Nonexempt Staff (20 and 22), Faculty and Librarians (01, 02, 03, and 15), and Post Doctoral Fellows/Research Fellows coded to be eligible (19 coded with ANNLEL earnings code).
2. Exclusions apply to employees exempted per their union contract such as FOP bargaining unit members.

COLA Ineligible Employee Groups

1. Student employees (14, 14W, 16, and 16W), Graduate Assistants (04), Contingent I Staff (31T), Post Doc Fellows/Research Fellows coded ANNLIN (19 coded with ANNLIN earnings code), and Adjunct Contractual Faculty (36).
2. Exclusions may apply to employees designated as SOM Clinical Faculty, to be determined. Additional communication on the handling of SOM Clinical Faculty will be provided via the School of Medicine Dean's Office when available.

Status of Other Increases

1. The Fiscal Year 2027 budget approved by the Governor and General Assembly did not include funding for Merit increases. Consistent with the USM Chancellor's FY2027 Compensation Guidelines and the agreed upon terms and conditions as outlined in the USM and AFSCME Memorandum of Understanding effective July 1, 2024 – June 30, 2027 there will be no merit.
2. Terms and conditions as outlined in the Fraternal Order of Police Memorandum of Understanding will be completed in accordance with the contract as applicable.

Application of COLA

1. Employees eligible to receive COLA must have started employment at UMB and be active in the UMB HRMS system on or before June 30, 2026 and must remain active through the COLA processing period of July 12 2026, and must be in an eligible employee status as outlined above.

Compensation Change Sequence of Processing effective July 1, 2026

Consistent with UMB's Pay Administration policies and as authorized by President Jarrell, UMB will use the following order of operations for processing simultaneous pay transactions occurring on the same date:

1. 1.5% Cost-of-Living Adjustment (COLA) to applicable employees
2. Other Compensation changes (i.e. Promotion, New appointments, FTE changes, FLSA changes, etc.)

Processing Schedule

1. ePAF black out period will be from June 28, 2026, to July 20, 2026 at midnight at which point the system will reopen.
2. Cost of living adjustments will appear in the July 31, 2026, paycheck along with retroactive pay from July 1, 2026.