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

This document outlines Merit eligibility, criteria, and application.

Merit Eligible Employee Groups

- Regular Nonexempt Staff (20) represented by AFSCME.

Application of Merit

- Nonexempt regular Staff employees represented by AFSCME, must be in their UMB position for at least 120 days by the end of the cycle: March 31, 2026. For the 2025 – 2026 cycle, eligible employees must have been hired by December 1, 2025.
- Employees must have an evaluation for the 2025 – 2026 performance cycle with a rating of "Outstanding", "Above Standards", or "Meets Standards".
- If the employee started in their current position by December 1, 2025 but a rating was not received by the rating deadline the employee will be considered to have a "Meets Standards" evaluation rating and will receive a 2.5% merit increase.
- Employees who otherwise meet eligibility criteria who are on an approved leave of absence may be eligible for a merit increase upon return to work once their performance evaluation is on file. The performance evaluation must be completed within 30 days of the employee's return to work. The employee's merit increase will be adjusted for the period between the employee's approved leave and return to work.
- Merit may only be provided up to the maximum of the employee's respective pay grade. In cases where the merit would exceed the maximum of the paygrade a one-time lump sum payment will be provided to the employee for the value of the merit that exceeds the pay grade maximum with no further adjustment to base pay.

Compensation Change Sequence of Processing effective July 1, 2026

- Consistent with UMB's Pay Administration policies and as authorized by President Jarrell, the merit will follow the Cost of Living Adjustment (COLA) already provided effective July 1, 2026 with any additional changes occurring on or after July 1, 2026 following the merit.

Processing Schedule

- Merit adjustments will appear in the September 25, 2026, paycheck along with retroactive pay from July 1, 2026.