

2013-2014 Salary Increase Program (per July HR Forum)

Faculty

- Effective October 1, eligible faculty earning \$40,000 a year or less will receive an increase of \$1,400 to their annual base salary.
- Eligible faculty earning more than \$40,000 a year will receive a \$1,000 increase to their annual base salary.
- In addition, funds are available for faculty merit raises.

Staff

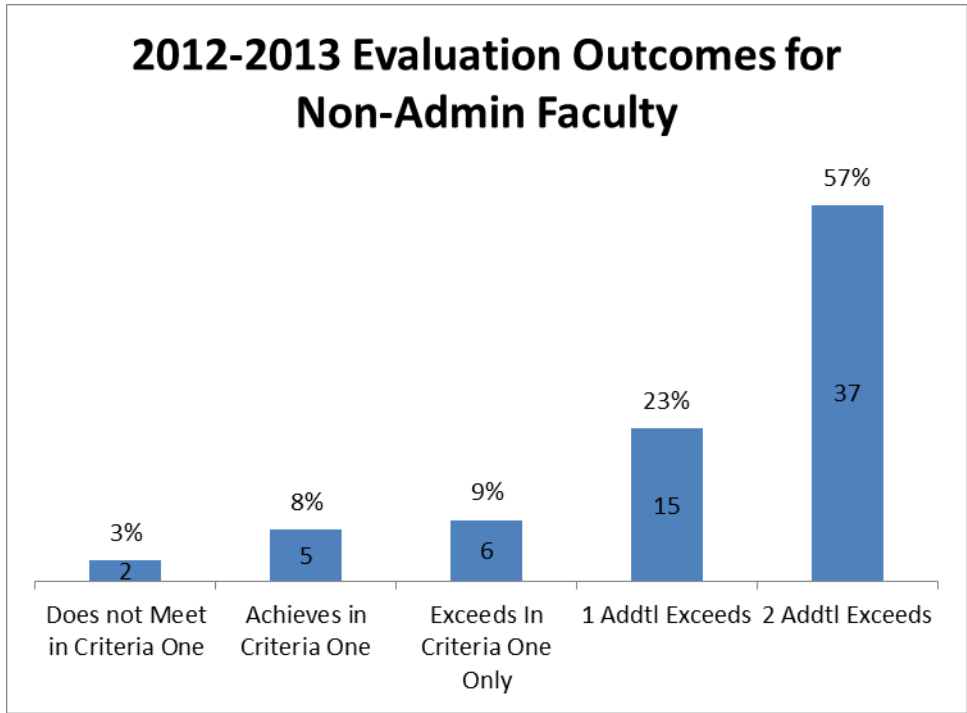
- Effective October 1, eligible staff earning \$40,000 a year or less will receive an increase of \$1,400 to their annual base salary.
- Eligible staff earning more than \$40,000 will receive an increase of 3.5 percent to their annual base salary.

Eligibility Criteria

- Employees must be hired on or before June 30, 2013.
- Employees with a performance appraisal of “below performance standards” or any below satisfactory performance designation, or faculty who are currently on a “performance improvement plan” are not eligible.
- If an ineligible employee achieves performance standards on or before the end of the 2013-14 fiscal year, the employee may receive an increase.
- However, if the employee becomes eligible after October 1, 2013, such increase will be effective on the date the employee becomes eligible and will not be retroactive.
- In the absence of a current performance evaluation, employees will be considered to be at the “satisfactory” or “achieves” performance level.

Timeline

- September 16 (Monday)—Raise File will be available to departments for reviewing salary increases.
- September 30 (Monday)—Raise File will be closed.



All with Achieves or Exceeds in Criteria One will receive the \$1,000 ATB. The average current salary for eligible Non-Admin Faculty is \$60,105. The \$1,000 ATB represents, on average, a 1.66% raise.

The by-laws for *Criteria and Evaluative Procedures for the Distribution of Salaries* indicate that “Meritorious achievement shall be determined by the supervisor’s evaluation of performance” (see: http://www.uflib.ufl.edu/pers/cdh/cdh_merit.html).

Allocation models, based on previously accepted methodologies:

- 3% for “Exceeds In Criteria One Only”
- 3.5% for “Exceeds In Criteria One + 1 Addtl Exceeds”
- 4% for “Exceeds In Criteria One + 2 Addtl Exceeds”

Under this model, 89% of the Non-Admin Faculty would receive merit raise allocations. (67% of library faculty received merit in 2010.)

Under this model, statistics for the total raise, inclusive of \$1,000 ATB increase, for the Non-Admin Faculty, merit eligible faculty would, based on preliminary calculations, be:

Percentage of total raise	Median	Average
Exceeds In Criteria One Only	4.81%	4.83%
Exceeds In Criteria One + 1 Addtl Exceeds	5.08%	5.14%
Exceeds In Criteria One + 2 Addtl Exceeds	5.70%	5.80%