

Smathers Libraries In-Unit Faculty Salary Increase Overview

2015-2016

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Merit Increases

The Trustees approved the implementation of a 2.5% merit increase for in-unit faculty effective January 1, 2016

Merit increases will be awarded based on criteria established by the colleges consistent with the CBA

Merit Increases

CDH:

III. A. Criteria and Evaluative Procedures for the Distribution of Salaries

“Meritorious achievement shall be determined by the supervisor’s evaluation of performance including the areas listed on the following pages.”

2014-2015

In-Unit
Faculty
Evaluation
Outcomes

	In-Unit Faculty		
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Exceeds	40	28	29
Achieves	7	17	17
Needs Improvement	0	2	1
Total	47	47	47
% Exceeds	85%	60%	62%

2015-2016
Merit Increases

In-Unit Faculty

In-Unit Faculty	
	Merit %
One or more “Needs Improvement”	0
“Achieves” in Primary	1
“Exceeds” in Primary with Two “Achieves” in other Criteria	2
“Exceeds” in Primary with One “Exceeds” in other Criteria	2.5
“Exceeds” in all Three Criteria	3

2015-2016
Merit Increases

In-Unit Faculty

In-Unit Faculty		
	Merit %	#
One or more “Needs Improvement”	0	3
“Achieves” in Primary	1	10
“Exceeds” in Primary with Two “Achieves” in other Criteria	2	5
“Exceeds” in Primary with One “Exceeds” in other Criteria	2.5	17
“Exceeds” in all Three Criteria	3	17

Merit Increases

Results:

- Total gross additional wages for In-Unit library Faculty employees will be roughly \$89,253.

Merit Increases

~~Friday, **March 18** – **First paycheck** with salary increases, effective
January 1~~

Merit Increases

According to the [3/4/2016 InfoGator](#):

UF Human Resource Services initially communicated that merit increases would be reflected in paychecks received on March 18. However, according to state law, the university and the union must enter into an agreement consistent with the UBOT's impasse decision and obtain both UFF and UBOT ratification of that agreement. The current delay is the result of a technical requirement of state law the UFF leadership raised and understands.

Merit Increases

According to the [3/4/2016 InfoGator](#):

April 1 is the first paycheck after the vote on the ratification of UFF and the BOT and is the date salary increases are expected to take effect.

Merit Increases

Questions or concerns? – Contact your supervisor, chair, dean or Bonnie Smith, Library HR Office, at 352-273-2603