

Smathers Libraries Staff and Faculty Salary Increase Overview

OCTOBER 2019

A solid green horizontal bar at the bottom of the slide.

UF “2019–2020 Pay Program”

Reference:

President’s Memorandum

(June 28, 2019)

<https://hr.ufl.edu/memoranda/2019-2020-pay-program/>

University Minimum Wage Change

The university's minimum wage for TEAMS employees will increase from \$13 to \$14 per hour, effective October 1.

Across-the-Board Increase

For employees on payroll as of June 30, 2019, the university will implement a 1% across-the-board increase

Merit - Market-based Salary Increase

For employees on payroll as of June 30, 2019, the university will implement... an additional 2% salary increase pool for merit and market-based increases based on criteria established by colleges and units.

Merit - Market-based Salary Increase

Eligibility

Employees who have received a notification of non-renewal, layoff, or ending of time-limited appointment are not eligible for these increases, nor are employees who received discipline since January 1, 2019, in the form of a written reprimand or suspension.

Additionally, faculty who are currently on a performance improvement plan are not eligible.

(Source: <https://hr.ufl.edu/manager-resources/classification-compensation/compensation/2019-20-salary-increase-plan-faq/>)

Merit - Market-based Salary Increase

Allocation

No individual percentage limit has been established for eligible faculty or staff members, so long as the total increases awarded do not exceed the total identified salary increase pool for the unit; individual merit increases can vary based on the unit's discretion.

(Source: <https://hr.ufl.edu/manager-resources/classification-compensation/compensation/2019-20-salary-increase-plan-faq/>)

2019–2020 Pay Program

Eligibility

OPS employees—including housestaff, postdoctoral associates, and adjunct faculty—are not included in the salary increase program.

(Source: <https://hr.ufl.edu/manager-resources/classification-compensation/compensation/2019-20-salary-increase-plan-faq/>)

2019–2020 Pay Program

Implementation

Staff employees:

- UF Minimum Wage Increase
- Across-the-Board Increase
- Merit Increase

Faculty employees:

- Supplemental
- Across-the-Board Increase
- Merit Increase

University Minimum Wage Change

1/1/2018 UF Increase of 3%

thru 9/30/2019

Library Assistant I	Base (Min.)	\$12.36
	Midpoint	\$13.84
	Cap (Max.)	\$15.91
Library Assistant II	Base (Min.)	\$13.26
	Midpoint	\$15.15
	Cap (Max.)	\$17.42
Library Assistant III	Base (Min.)	\$14.93
	Midpoint	\$16.59
	Cap (Max.)	\$19.08

University Minimum Wage Change

\$13 to \$14

+ 3 %

Library Assistant I	Base (Min.)	\$12.36	\$12.73
	Midpoint	\$13.84	\$14.25
	Cap (Max.)	\$15.91	\$16.39
Library Assistant II	Base (Min.)	\$13.26	\$13.65
	Midpoint	\$15.15	\$15.60
	Cap (Max.)	\$17.42	\$17.94
Library Assistant III	Base (Min.)	\$14.93	\$15.38
	Midpoint	\$16.59	\$17.09
	Cap (Max.)	\$19.08	\$19.65

University Minimum Wage Change

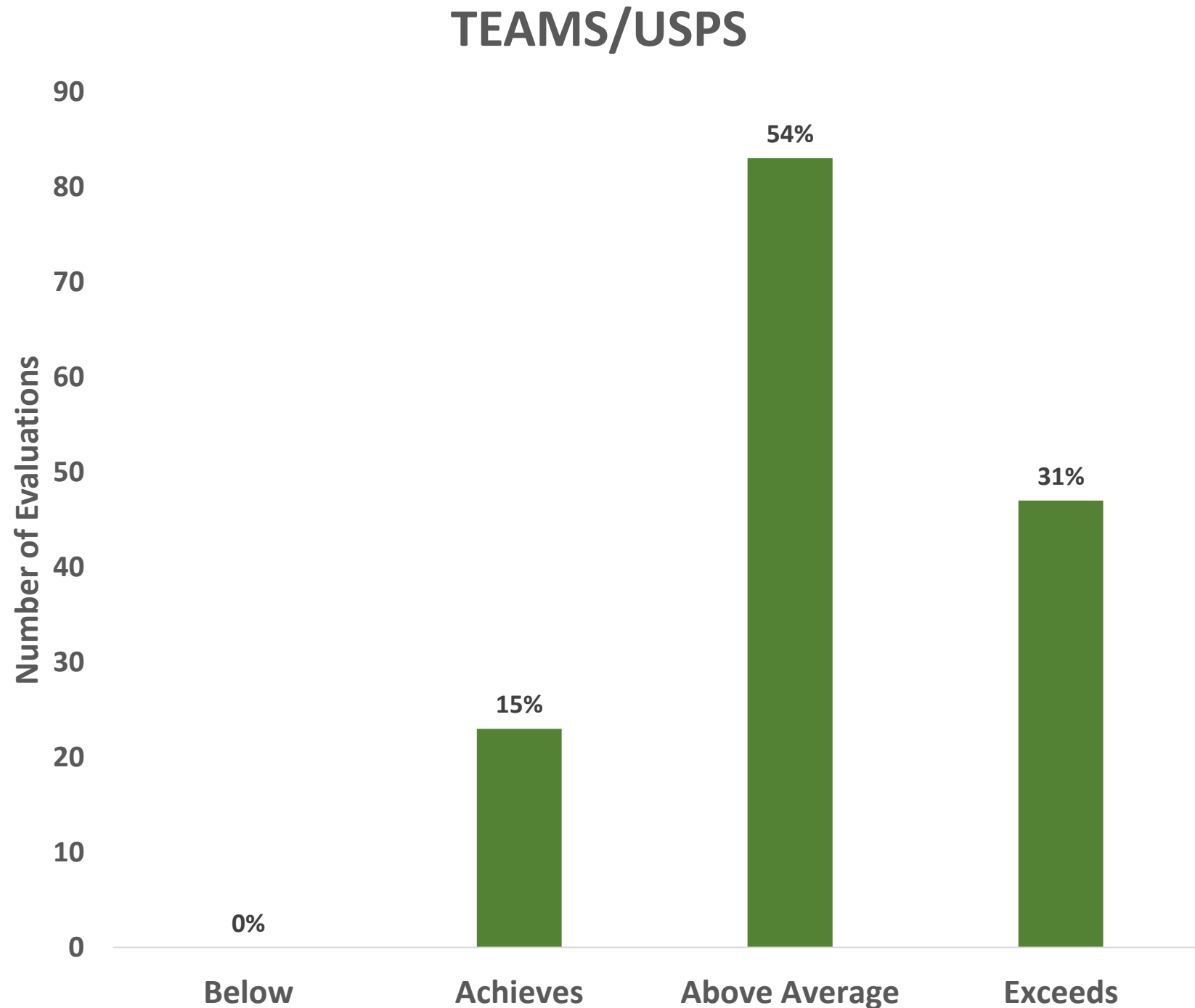
\$13 to \$14

10/1/2019

Library Assistant I	Base (Min.)	\$14.00
	Midpoint	\$14.25
	Cap (Max.)	\$16.39
Library Assistant II	Base (Min.)	\$14.00
	Midpoint	\$15.99
	Cap (Max.)	\$18.39
Library Assistant III	Base (Min.)	\$15.77
	Midpoint	\$17.52
	Cap (Max.)	\$20.15

2018-2019

TEAMS/USPS Evaluation Outcomes



2019
TEAMS/USPS

Merit Increases

Overall Rating	Merit %
Below Performance Standards	0
Achieves	1.5
Above Average	2
Exceeds Expectations	2.5

2019
TEAMS/USPS

Merit
+
Across-the-Board
Increases

Overall Rating	Merit + ATB%
Below Performance Standards	1
Achieves	2.5
Above Average	3
Exceeds Expectations	3.5

2019–2020 Pay Program

Faculty Supplements

- A \$325 salary supplement (per annum) for 12-month faculty earning less than \$67,000
- A \$200 salary supplement (per annum) for 9-month faculty earning less than \$55,000

(Source: <http://www.uff-uf.org/bargaining-unit-ratifies-salary-agreement-for-2019-20/>)

2018-2019

Faculty
Evaluation
Outcomes

Faculty			
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Exceptional	1	2	1
Excellent	49	37	30
Successful	20	31	39
Needs Improvement	1	1	1
Unsuccessful	0	0	0
Total	71	71	71

2018-2019

Faculty
Evaluation
Outcomes

Faculty			
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Exceptional	1%	3%	1%
Excellent	69%	52%	42%
Successful	28%	44%	55%
Needs Improvement	1%	1%	1%
Unsuccessful	0%	0%	0%

2019
Merit Increases
Faculty

(In addition to 1%
Across-the-Board and
Supplement)

Faculty	
	Merit %
“Needs Improvement”	0
“Successful” per Criterion	.55% EACH
“Excellent” per Criterion	.75% EACH
“Exceptional” per Criterion	1.05% EACH

2019–2020 Pay Program

Results:

- Total gross additional recurring wages for library TEAMS/USPS employees will be roughly \$264,000.
- Total gross additional recurring wages for library Faculty employees will be roughly \$200,000.

2019–2020 Pay Program

President's Memorandum:

“UF has exceptional faculty and staff. Your commitment to excellence is deeply appreciated by our university's leadership and our Board of Trustees.”

2019–2020 Pay Program

Friday, **October 11** – **First paycheck** with pay increases

2019–2020 Pay Program

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

2019–2020 Pay Program

Thank you!

A solid green horizontal bar at the bottom of the slide.