

Smathers Libraries Staff and Out-of-Unit Faculty Salary Increase Overview

2015-2016

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

UF Salary Increase – 2015-16

Reference:

UF Administrative Memo (9/8/2015)

FROM: Paula Varnes Fussell, Vice President for Human Resource Services

SUBJECT: 2015-16 Salary Increase Plan

<https://administrativememo.ufl.edu/2015/09/2015-16-salary-increase-plan/>

UF Salary Increase – 2015-2016

Two parts:

1. Minimum Pay
2. Merit Increases

Minimum Pay Increase

All hourly TEAMS and USPS employees currently below the new minimum pay level will automatically have their hourly wage increased to \$12 per hour as of January 1, 2016.

No Smathers Libraries staff or faculty employees make under \$12 an hour, so this is not applicable to library personnel.

Merit Increases

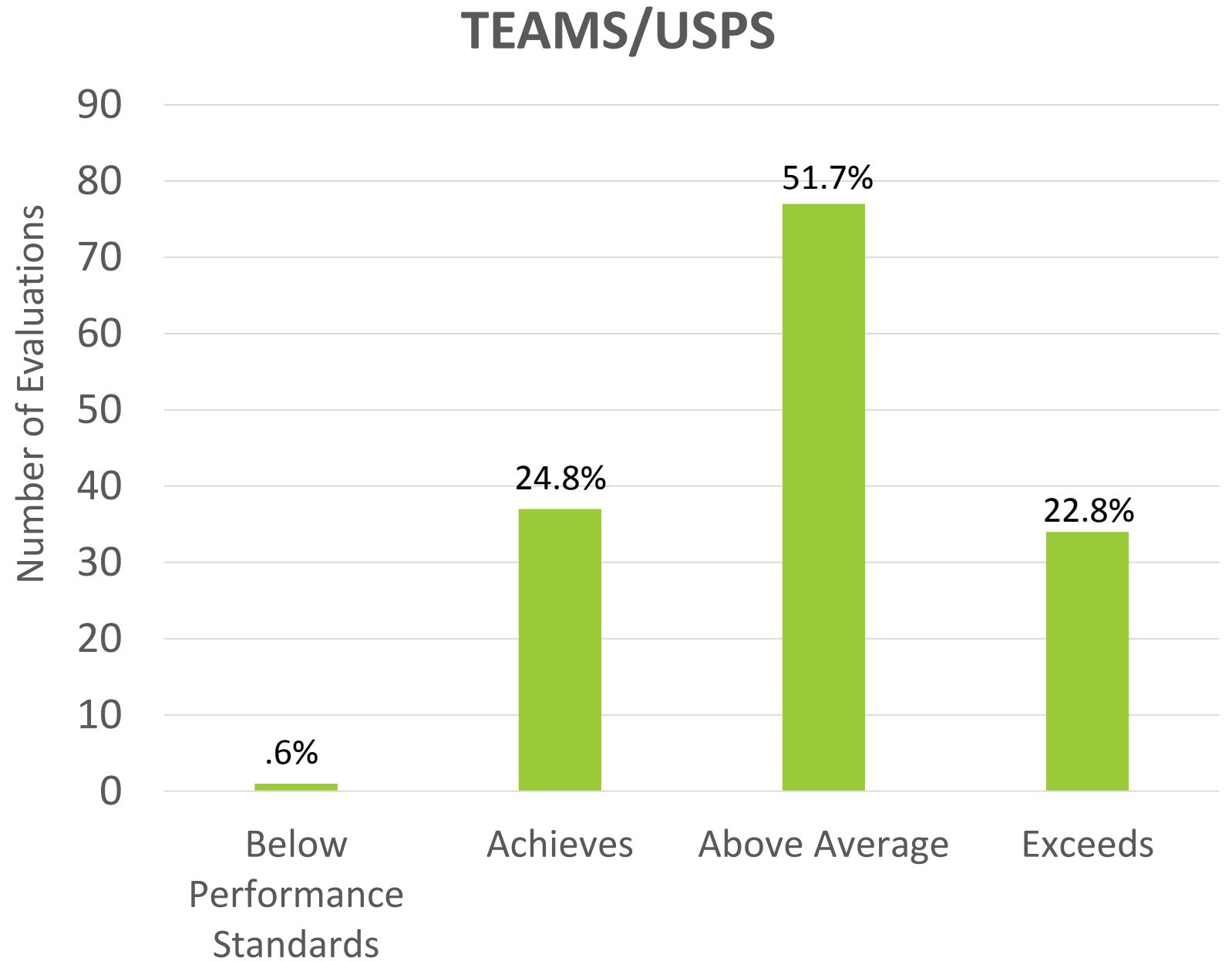
Merit Eligibility:

Employees with a performance appraisal of "minimally achieves" or higher are eligible to be considered for a merit increase.

Employees with "below performance standards" or any below satisfactory performance designation, as well as faculty who are currently on a "performance improvement plan," are not eligible for merit increases.

2014-2015

TEAMS/USPS Evaluation Outcomes



2015-2016
TEAMS/USPS

Merit Increases

Overall Rating	Merit %
Below Performance Standards	0
Achieves	2
Above Average	2.5
Exceeds	3

2014-2015

Out-of-Unit
Faculty
Evaluation
Outcomes

	Out-of-Unit Faculty		
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Exceeds	16	15	18
Achieves	5	4	2
Needs Improvement	0	1	0
Total	21	20	20
% Exceeds	76%	75%	90%

2015-2016
Merit Increases

Out-of-Unit Faculty

Out-of-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

Merit Increases

Results:

- 148 library employees will receive a merit based pay increase.
- Total gross additional wages for library TEAMS/USPS employees will be roughly \$165,500.
- Total gross additional wages for Out-of-Unit library Faculty employees will be roughly \$45,600.

Merit Increases

Friday, **January 22** – **First paycheck** with merit increases, effective January 1 (includes pay period January 1-14)

Merit Increases

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