

Smathers Libraries Staff and Faculty Salary Increase Overview

JANUARY 2018

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UF Salary Increase – January 2018

Reference:

UF Administrative Memo

(November 3, 2017)

FROM: Jodi Gentry, Vice President for Human Resource Services

SUBJECT: 2017-18 Salary Increase Plan Implementation

<https://administrativememo.ufl.edu/2017/11/2017-18-salary-increase-plan-implementation/>

Merit Increases

Merit Eligibility:

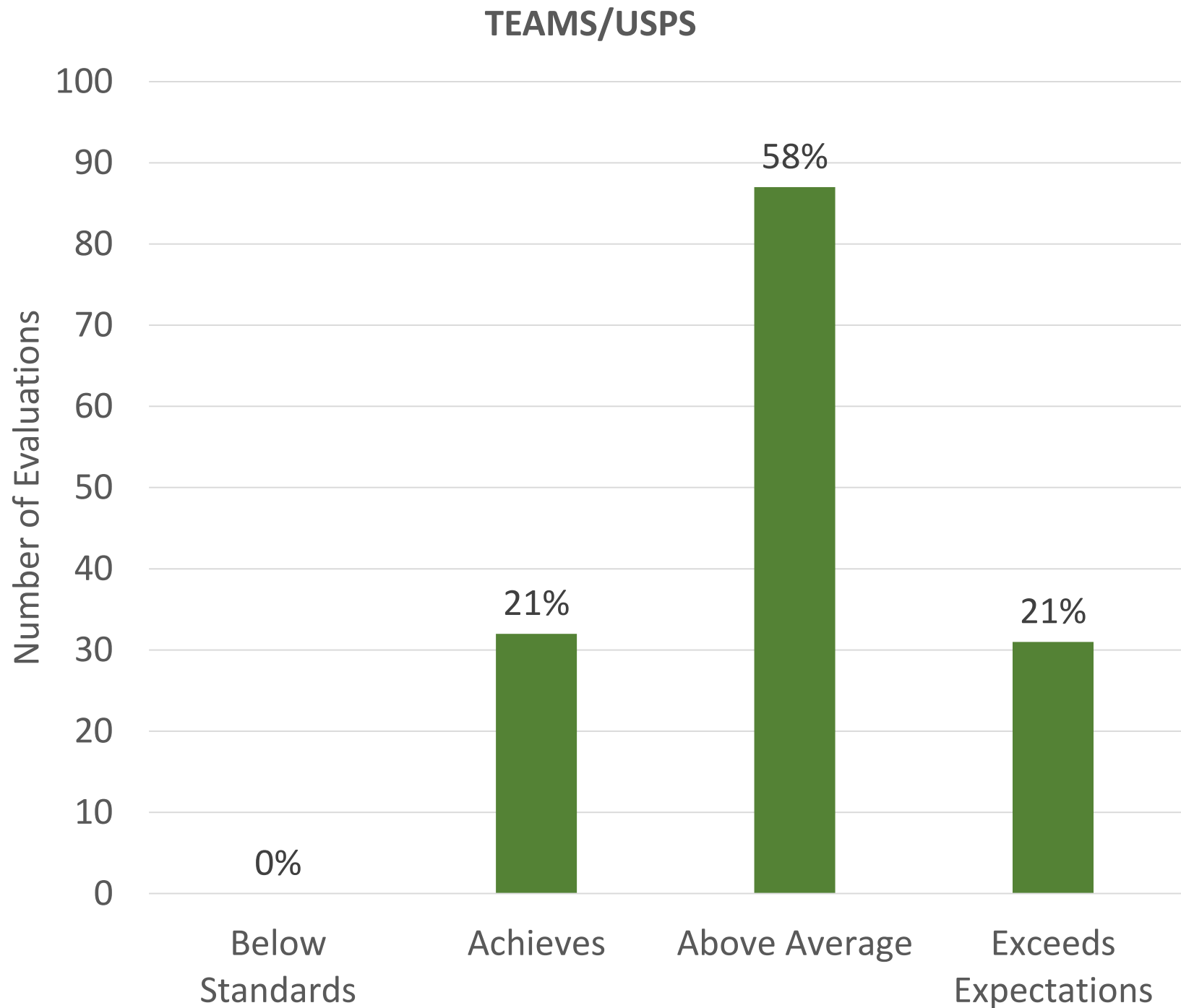
Employees hired on or before June 30, 2017.

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.

2016-2017

TEAMS/USPS Evaluation Outcomes



2018
TEAMS/USPS

Merit Increases

Overall Rating	Merit %
Below Performance Standards	0
Achieves	2.5
Above Average	3
Exceeds Expectations	3.5

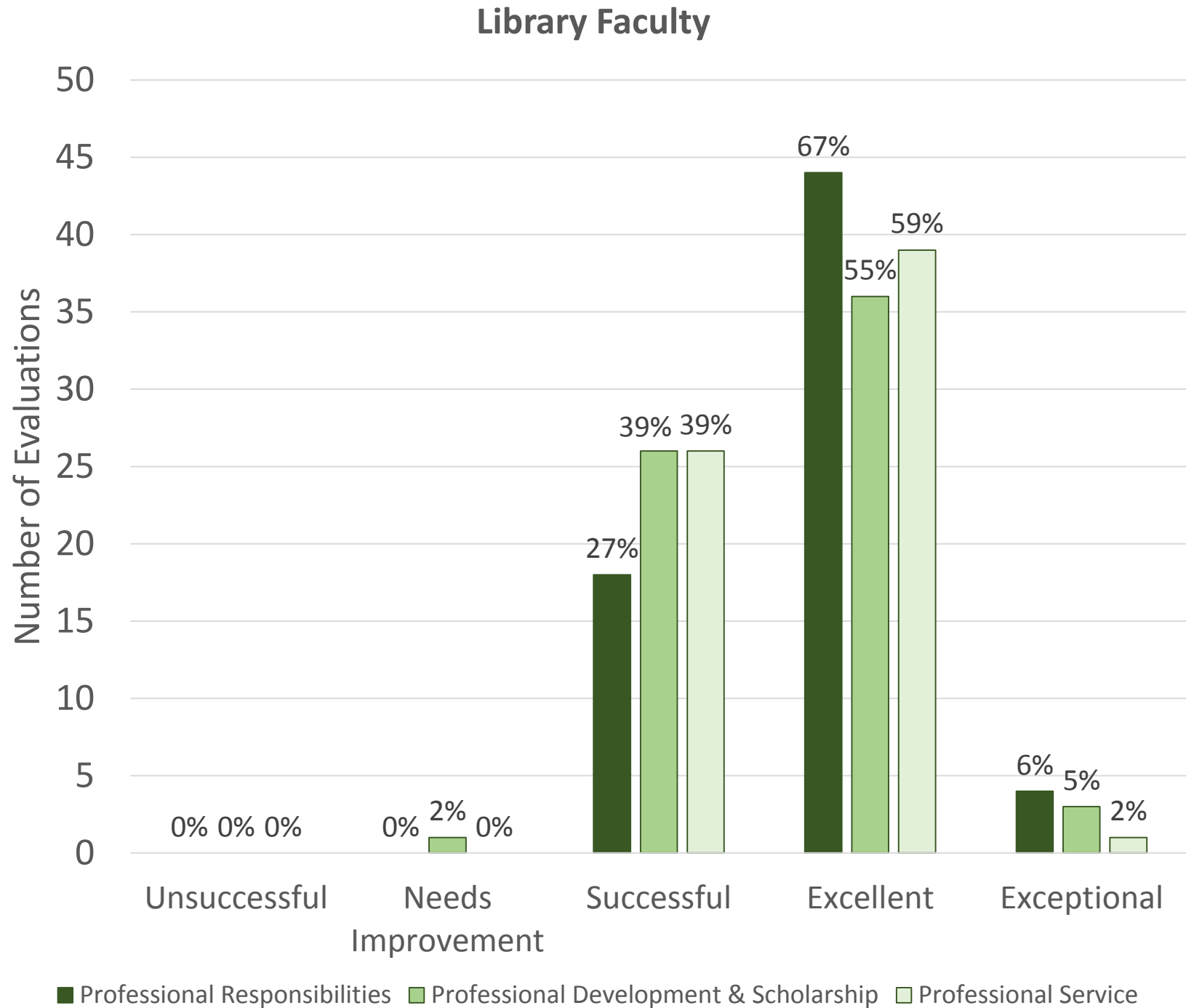
2016-2017

Faculty
Evaluation
Outcomes

Faculty			
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Exceptional	4	3	1
Excellent	44	36	39
Successful	18	26	26
Needs Improvement	0	1	0
Unsuccessful	0	0	0
Total	66	66	66
% Exceptional	6%	5%	2%

2016-2017

Faculty Evaluation Outcomes



2018
Merit Increases
Faculty

Faculty	
	Merit %
“Needs Improvement” in Any Criterion	1
“Successful” in ALL Criteria	2.5
“Excellent” in Any Criterion	+ 0.25 EACH
“Exceptional” in Any Criterion	+ 0.5 EACH

Merit Increases

Results:

- 223 library employees will receive a merit based pay increase.
- Total gross additional wages for library TEAMS/USPS employees will be roughly \$203,000.
- Total gross additional wages for library Faculty employees will be roughly \$164,000.

Merit Increases

Friday, **January 19** – **First paycheck** with merit increases, effective January 1 (includes pay period January 1-11)

Merit Increases

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