

Smathers Libraries

“2018-2019 Pay Program”

Overview

“2018-2019 Pay Program”

June 6th, 2018

...UF is committed to providing compensation that is competitive with the very best universities in the nation. This past year we were not provided funds for recurring compensation increases and thus are using university reserves to fund the 4 percent incentive pool and reallocations to fund the increase in minimum wage...

Warm regards,

W. Kent Fuchs

President

University of Florida

Reference:

UF Human Resources webpage:

<https://hr.ufl.edu/manager-resources/classification-compensation/compensation/2018-salary-increases/>

The screenshot shows a web browser displaying the URL <https://hr.ufl.edu/manager-resources/classification-compensation/compensation/2018-salary-increases/>. The page header includes the UF logo and navigation links: HR HOME, NEWS, CAREERS, BENEFITS, TRAINING, WORKLIFE, Quick Links, and a search icon. Below the header, the page title is "Human Resources UNIVERSITY of FLORIDA" with sub-navigation: WORKING AT UF, BENEFITS, LEARN & GROW, MANAGER RESOURCES, FORMS & POLICIES, and ABOUT US. The main content area features a breadcrumb trail: Home » Manager Resources » Classification & Compensation » Compensation » 2018-2019 Pay Program. The main heading is "2018-2019 PAY PROGRAM". A left sidebar contains a menu with "2018-2019 Pay Program" selected. The main text explains that the University has set an aggregate performance payment pool of 4 percent, with individual payments ranging from zero to more than 4 percent, awarded based on criteria established by colleges and units, paid on December 21, 2018. It also notes a minimum wage increase for TEAMS and USPS positions from \$12 to \$13 per hour, effective July 1, 2018. A "Helpful Resources" box lists links for the Performance Payment Toolkit, a memo from Jodi Gentry, a memo from President Fuchs, and Frequently Asked Questions. A section titled "ELIGIBILITY CRITERIA FOR ONE-TIME PERFORMANCE PAYMENTS" states that participation in the payment pool for College of Medicine-Gainesville faculty will be in accordance with the college's faculty compensation plan.

“Minimum Wage”

For TEAMS and USPS positions, the minimum wage will increase from \$12 to \$13 per hour, effective July 1, 2018.

“One-time performance payments”

An aggregate performance payment pool of 4 percent to be distributed as one-time payments, with a range for individual payments of zero to more than 4 percent.

“One-time performance payments”

Compensation plans for employees in a bargaining unit are subject to union negotiation...

“One-time performance payments”

UFF

1% across the board and the remainder merit-based

Special provision for faculty with salaries below \$50,000 (at 1.0 FTE)

“One-time performance payments”

Eligibility:

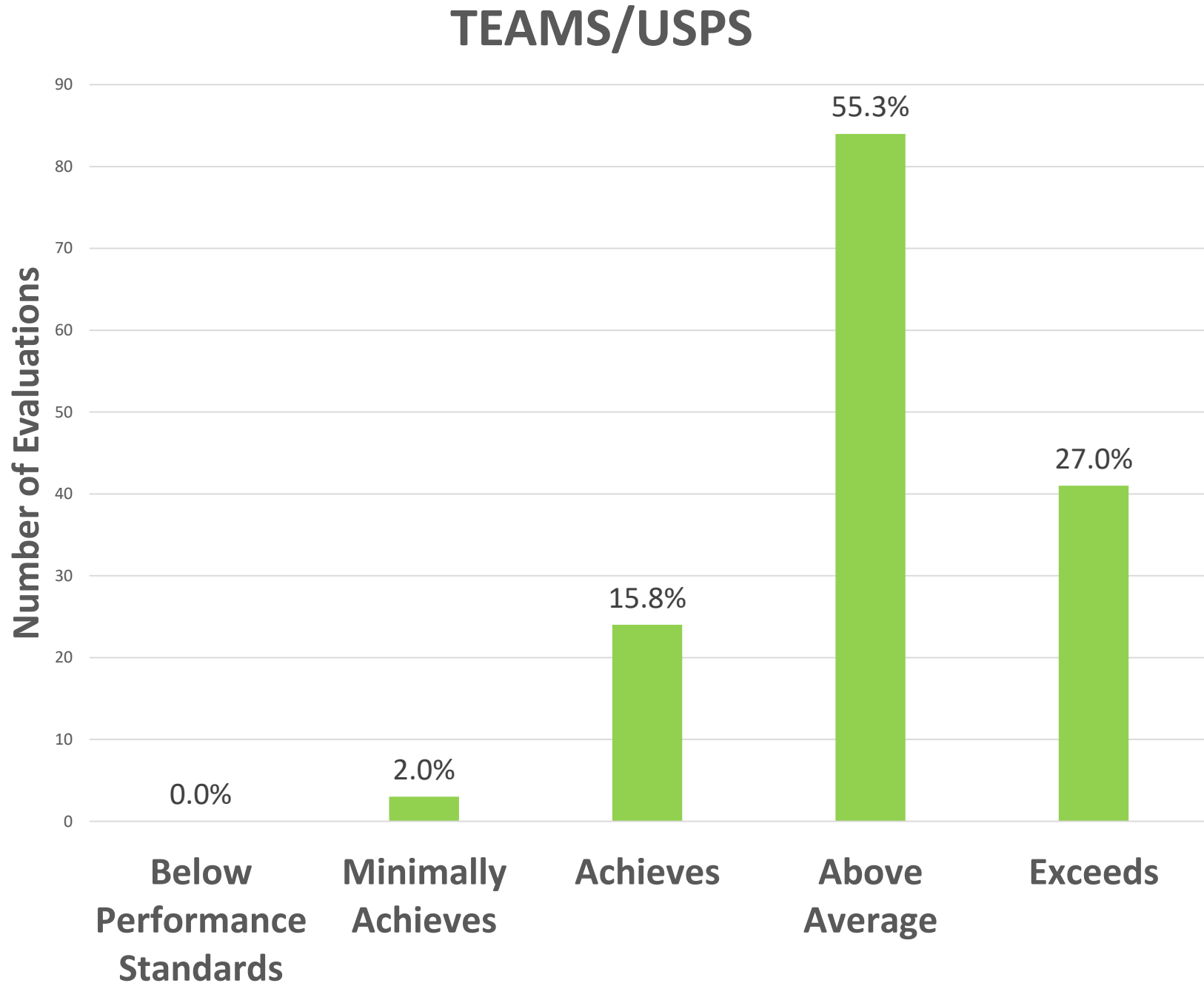
Employees must be on payroll as of June 30, 2018.

Ineligible if...

- received notification of non-renewal, layoff, or ending of a time-limited appointment
- received discipline since January 1, 2018, in the form of a written reprimand or suspension
- faculty who are currently on a performance improvement plan

2017-2018

TEAMS/USPS Evaluation Outcomes



TEAMS/USPS

Payments

Overall Rating	Merit %
Minimally Achieves	0
Achieves	2.5
Above Average	3.0
Exceeds	4

TEAMS/USPS

Payments

Overall Rating	Total %
Minimally Achieves	1
Achieves	3.5
Above Average	4.0
Exceeds	5

2017-2018

Faculty
Evaluation
Outcomes

	Faculty		
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Unsatisfactory	0	0	0
Needs Improvement	0	0	0
Successful	20	32	37
Excellent	45	27	26
Exceptional	0	6	2
Total	65	65	65

2017-2018

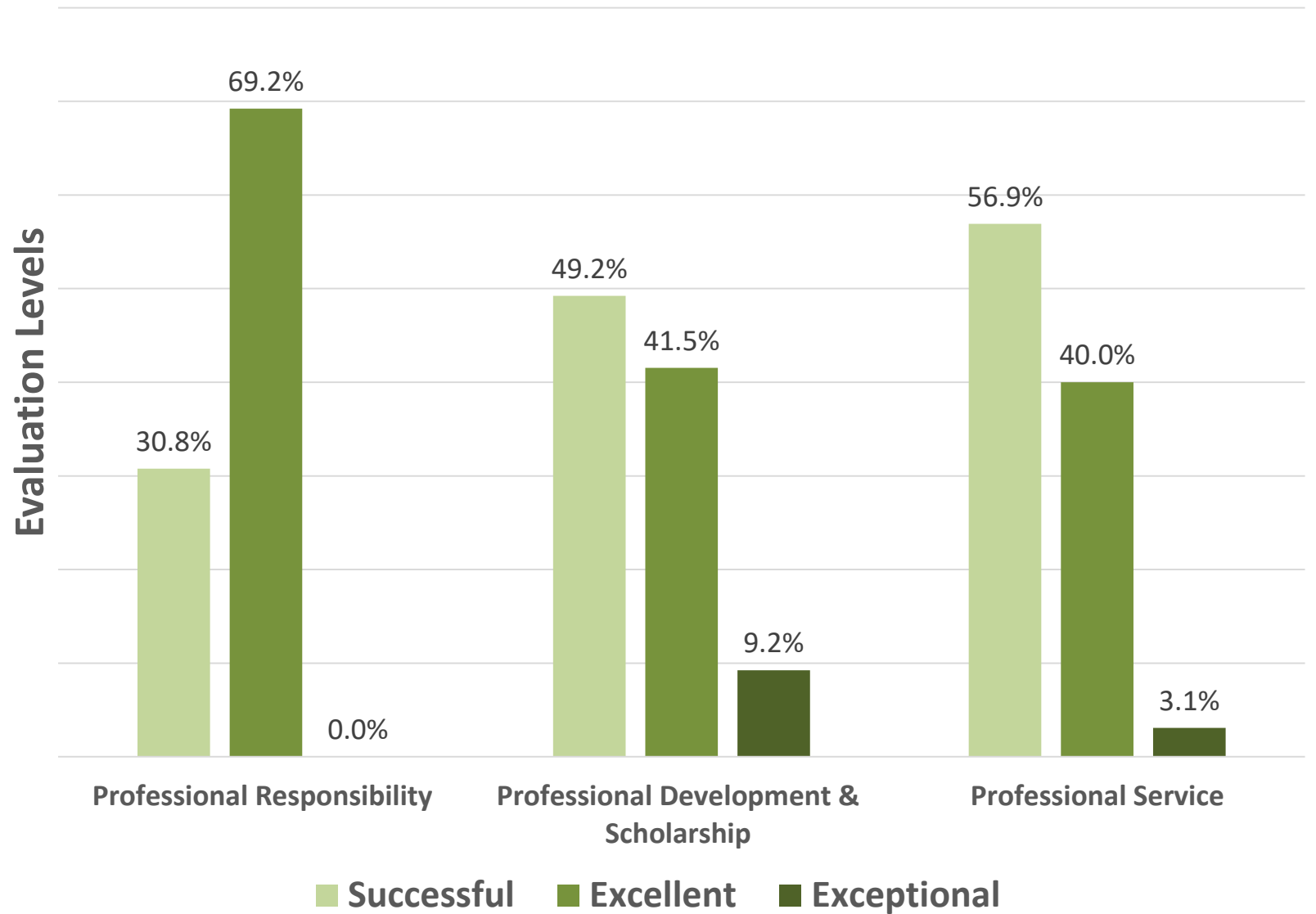
Faculty
Evaluation
Outcomes

	Faculty		
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion
Unsatisfactory	0%	0%	0%
Needs Improvement	0%	0%	0%
Successful	30.8%	49.2%	56.9%
Excellent	69.2%	41.5%	40.0%
Exceptional	0.0%	9.2%	3.1%

2017-2018

Faculty Evaluation Outcomes

FACULTY



Faculty

Payments

Criterion Rating	Merit %
Successful	3
Excellent	3
Exceptional	4

Faculty

Payments

Criterion Rating	Total %
Successful	4
Excellent	4
Exceptional	5

Faculty

Payments

Criterion Weight	%
Professional Responsibility	80
Professional Development & Scholarship	10
Professional Service	10

Faculty
Payment
Example

Calculation	Evaluation	Merit %
Professional Responsibility	Successful	3
Professional Development & Scholarship	Excellent	3
Professional Service	Exceptional	4

Faculty
Payment
Example

Calculation	Evaluation	%	Weight
Professional Responsibility	Successful	3	.8
Professional Development & Scholarship	Excellent	3	.1
Professional Service	Exceptional	4	.1

Faculty
Payment
Example

Calculation	Evaluation	%	Weight	Application
Professional Responsibility	Successful	3	.8	2.4
Professional Development & Scholarship	Excellent	3	.1	.3
Professional Service	Exceptional	4	.1	.4

Faculty
Payment
Example

Calculation	Evaluation	%	Weight	Application
Professional Responsibility	Successful	3	.8	2.4
Professional Development & Scholarship	Excellent	3	.1	.3
Professional Service	Exceptional	4	.1	.4
MERIT				3.1%

Faculty
Payment
Example

Calculation	Evaluation	%	Weight	Application	
Professional Responsibility	Successful	3	.8	2.4	
Professional Development & Scholarship	Excellent	3	.1	.3	
Professional Service	Exceptional	4	.1	.4	
TOTAL				3.1%	4.1%

“One-time performance payments”

Paid on December 21, 2018.

Library-generated letters will be issued no later than January, 2019.

“One-time performance payments”

- 230 library employees will receive a payment.

“One-time performance payments”

- Total gross additional wages for library TEAMS/USPS employees will be roughly \$276,962.
- Total gross additional wages for Out-of-Unit library Faculty employees will be roughly \$104,920.
- Total gross additional wages for In-Unit library Faculty employees will be roughly \$125,129.

“2018-2019 Pay Program”

June 6th, 2018

...UF is blessed with exceptional faculty and staff, and I deeply appreciate your commitment to excellence.

Warm regards,

W. Kent Fuchs

President

University of Florida

“One-time performance payments”

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