


Salary Increase Plan

2014-2015

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Salary Increase Plan – 2014-2015

Reference:

UF Administrative Memo (7/1/2014)

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

SUBJECT: 2014-2015 Salary Increase Plan

<https://administrativememo.ufl.edu/2014/07/2014-2015-salary-increase-plan/>

Salary Increase Plan – 2014-2015

President Machen recently announced a salary increase plan for University of Florida faculty and staff (TEAMS and USPS) for 2014-2015.

Two parts:

1. One-Time Payments
2. Merit Increases

Salary Increase Plan – 2014-2015

Salary increases for employees in a bargaining unit are subject to union negotiation and approval.

Salary Increase Plan – 2014-2015

Funding:

For state-funded positions, the funds will be allocated based on filled positions only using funding distributions implemented with the Budget Prep System completed by units in June.

Contract, grant, and auxiliary units are expected to fund all salary increases from existing sources.

One-Time Payment

\$500 One-Time Payment

All faculty, staff, and postdoctoral associates earning \$50,000 or less as of June 30, 2014, will receive a \$500 one-time payment (**pro-rated for FTE**), provided they are still active employees when the increases are awarded.

Employees hired after June 30, 2014, are not eligible for this payment.

One-Time Payment

Results:

139 library employees will receive a payment

Total gross wages for library employees will equal \$68,750

One-Time Payment

Calendar:

Monday, July 7 – One-time payments loaded into myUFL

Friday, July 25 – One-time payment appears in paycheck for eligible 12-month employees

Questions or concerns? --- Contact Tina Litchfield, Library HR Office, at 352-273-2595

Merit Increases

Under this program, eligible faculty will participate in a 3.5 percent merit pool and eligible staff will participate in a 2.5 percent merit pool.

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.

Merit Increases

Merit Eligibility:

Employees who have received notification of non-renewal or layoff are not eligible for a merit increase.

Employees who have received discipline in the form of a written reprimand or who have been suspended since January 1, 2014, are also not eligible for a merit increase.

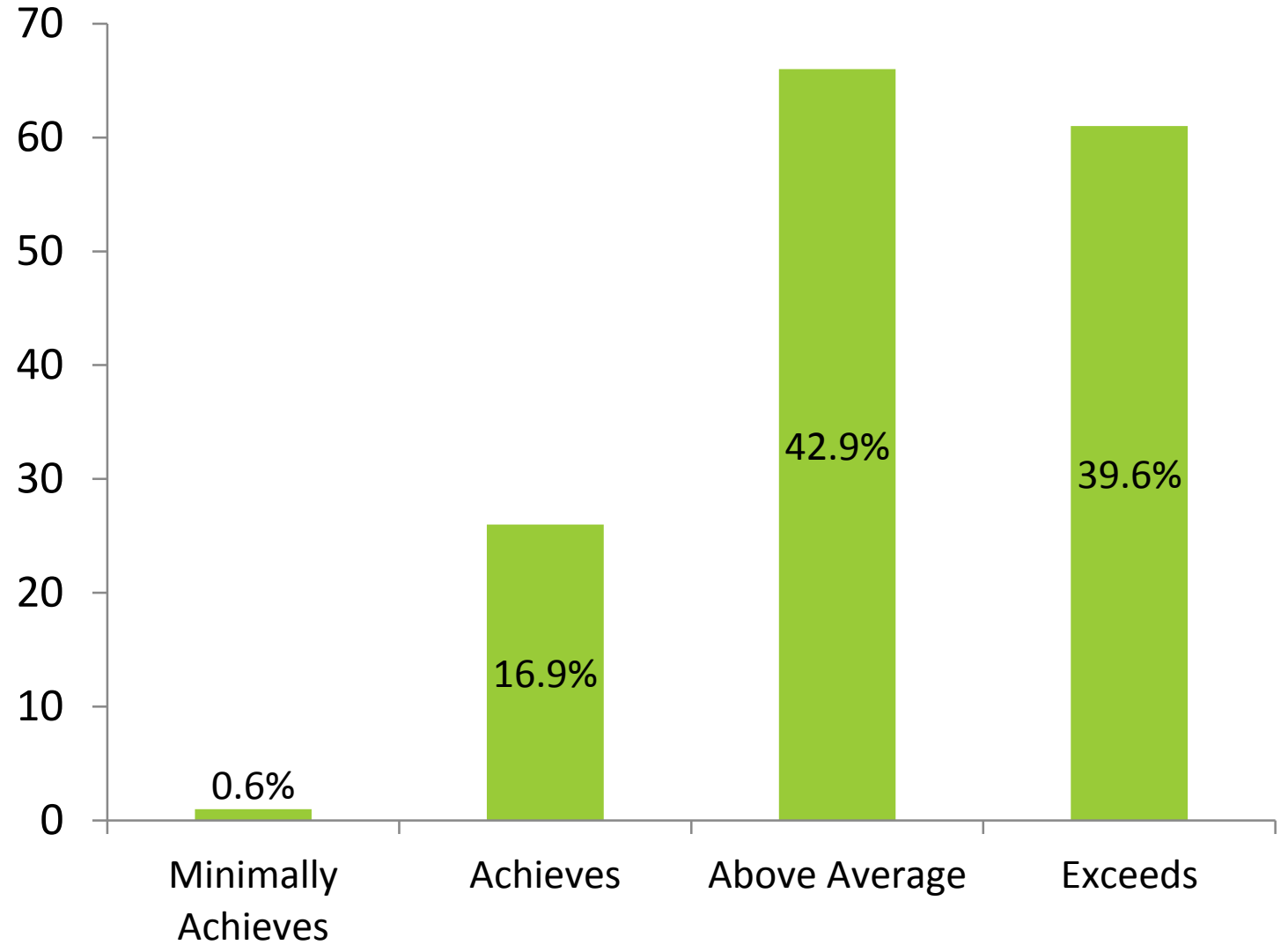
Merit Increases

Merit Eligibility:

In the absence of a current performance evaluation, employees will be considered to be at the "satisfactory" or "achieves" performance level.

Merit Increases

2013-2014 Staff Evaluation Outcomes



Merit Increases

Professional Responsibility Rating	Planned Merit %
Minimally Achieves	0
Achieves	1
Above Average	2.5
Exceeds	3

2013-2014 Evaluation Outcomes

	ALL Faculty			
	Professional Responsibility Criterion	Professional Development & Scholarship Criterion	Professional Service Criterion	Overall Rating
Exceeds	62	39	49	58
Achieves	10	30	24	15
Does Not Meet	2	4	0	1
Total	74	73	73	74
% Exceeds	83.8%	53.4%	67.1%	78.4%

2013-2014 Evaluation Outcomes

Non-Admin Faculty		
	Faculty Count	Faculty %
One or more “Does Not Meet”	5	8%
“Achieves” in Primary	7	11%
“Exceeds” in Primary with Two “Achieves” in other Criteria	6	9%
“Exceeds” in Primary with One “Exceeds” in other Criteria	25	39%
“Exceeds” in all Three Criteria	21	33%

2013-2014 Evaluation Outcomes

Non-Admin Faculty		
	Faculty %	Planned Merit %
One or more “Does Not Meet”	8%	0
“Achieves” in Primary	11%	1
“Exceeds” in Primary with Two “Achieves” in other Criteria	9%	3
“Exceeds” in Primary with One “Exceeds” in other Criteria	39%	3.5
“Exceeds” in all Three Criteria	33%	4

Merit Increases

Results:

Staff

153 library employees will receive a merit based pay increase

Total gross wages for library staff will be roughly \$170,000

Merit Increases

Results:

Faculty

71 library employees will receive a merit based pay increase
Total gross wages for library faculty will be roughly \$172,000

Merit Increases

Calendar:

Monday, July 14 – Raise allocations for state-funded faculty and staff positions provided to colleges and vice presidential areas

Monday, August 4, through 12 noon, Monday, August 18 – Raise Review File available to departments for entering faculty and staff merit increases

Friday, August 22 – Raise Review File with salary increases loaded into myUFL

Merit Increases

Calendar:

Monday, August 25 – Faculty and staff increases available for review in my UFL

Friday, September 5 – First paycheck with merit increases

(retroactive to July 1 for 12-month employees, and August 16 for 9-month employees)

Merit Increases

Questions or concerns? --- Contact your supervisor, chair, dean or Brian Keith, Library HR Office, at 352-273-2595

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Questions?