

2016-2017 Compensation Plan

(Approved by the Board of Trustees, March 30, 2016)

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The 2016 Legislature appropriated new funding to higher education institutions for a 2.0 percent general compensation increase and 7.3 percent medical premium increase. This appropriation is comprised 75 percent by tax funds with 25 percent funded through a first-tier tuition increase. An additional portion of the first-tier tuition increase will be used for wage/salary increases and a one-time allocation of 2015-16 medical premium reserves will be used for Wellness Program and HSA incentives.

UVU's Benefits Committee (with representation from Faculty Senate, PACE and administration) reviewed UVU's benefits plan based on employee feedback, forecasted costs/claims experience, requirements of the Affordable Care Act, and strategic objectives. Based on the forecasted medical and prescription costs/claims experience, the premiums for UVU's base medical plan (Traditional-Choice Plus) will increase by 1.6 percent. In keeping legislative intent, UVU will fund 90 percent of premium for the base plan and employees will pay 10 percent. Employees on family coverage on the base plan will experience a premium increase of approximately \$2.60 per month. Premiums for the High Deductible, Choice Plus plan require no employee premium share. Premiums for the Options PPO network will increase 1.6 percent with UVU's premium share equal to the base plan.

Benefits

- A. Medical Premium/Plan Changes
 - 1. Premium increase of 1.6 percent for all plans (Attachment A)
 - 2. New coverage for autism screenings and treatment as outlined in Utah S.B. 57 and for 3-D mammograms
 - 3. For 2016-17, employer contribution to Health Savings Accounts (HSA) for employees enrolled in High Deductible Health Plan and HSA
 - a. \$75 per month for single coverage
 - b. \$150 per month for employee +1 or more coverage
- B. Dental Premium/Plan Changes
 - 1. No change to premium
 - 2. New coverage for dental implants at 60 percent
- C. Wellness Program
 - 1. For 2016-17, increase incentives for completion
 - i. First tier from \$100 to \$300
 - ii. Second tier from \$100 to \$200
- D. Long-Term Disability
 - 1. Premium increase of 8.9 percent

Salaries/Wages

(Effective July 1, 2016, with the exception of part-time adjunct faculty which is effective Summer Semester 2016)

All Full-time, Benefit-Eligible Employees (as of June 30, 2016)

\$625 increase to annual salary/annualized hourly wages funded from medical premium savings

Full-time, Benefit-Eligible Faculty

In addition to the \$625 increase to annual salary above, faculty may be eligible to receive salary increase as outlined below:

- A. Rank and tenure promotion (merit) as approved by UVU's Board of Trustees.
- B. Market equity adjustment based on the tables below and as recommended by the Senior Vice President for Academic Affairs in consultation with Human Resources. Equity percentage increase is dependent on proximity of base salary to market median (compa-ratio) with a minimum increase of \$250 and a maximum increase of \$4,000.

1. Terminally degreed, tenured or tenure track faculty

| Compa-ratio | Market Equity Base Salary Increase |
|------------------------------------|------------------------------------|
| > 90 percent | 2.2 percent |
| > 85 percent and \leq 90 percent | 3.2 percent |
| > 80 percent and \leq 85 percent | 4.2 percent |
| \leq 80 percent | 5.2 percent |

2. Non-terminally degreed, tenured or tenure track faculty

| Compa-ratio | Market Equity Base Salary Increase |
|-------------------------------------|------------------------------------|
| > 100 percent | 1.75 percent |
| > 90 percent and \leq 100 percent | 2.25 percent |
| > 80 percent and \leq 90 percent | 2.75 percent |
| \leq 80 percent | 3.25 percent |

3. Non-tenure track faculty

| Compa-ratio | Market Equity Base Salary Increase |
|-------------------|------------------------------------|
| \leq 80 percent | 1.5 percent |

- C. Targeted Key Retention based on institutional guidelines as recommended by the Dean in consultation with the Senior Vice President for Academic Affairs and Human Resources (Attachment B.)

Full-time, Benefit-Eligible Staff

In addition to the \$625 increase to annual salary/annualized hourly wages above, staff may be eligible to receive salary increase as outlined below:

- A. Market equity adjustments as outlined below and as recommended by the appropriate Vice President in consultation with Human Resources.
 - 1. External Market-based Adjustment--Based on review of individual position grade level midpoint and market medians (gathered through various market surveys)
 - i. Add 3 additional grade levels to the exempt salary scale (Attachment C)
 - ii. Move positions with market median movement of ≥ 10 percent to new grade with such grade movement capped at 5 grade levels.
 - iii. Move employees in impacted positions to 80 percent of new grade level midpoint with a minimum increase of \$250.
 - 2. Range Penetration-- Percentage increase is dependent on years in position and proximity of annual salary/annualized hourly wages to grade level midpoint (compa-ratio).

| Years in Position (as of 7-1-16) | Compa-ratio | Range Penetration Increase |
|-------------------------------------|-----------------|--------------------------------|
| ≥ 2 years and < 5 years | < 90 percent | Minimum \$250, maximum \$4,000 |
| ≥ 5 years | < 100 percent | Minimum \$250, maximum \$4,000 |

- B. Merit increase based upon performance evaluation scores and compa-ratio. Merit matrices/structures will vary based on individual Vice President/executive leader’s preference in the allocation of that leader’s proportionate share of merit funds.
 - 1. Eligibility for merit increase
 - i. Employed as a full-time, benefits-eligible staff no later than July 1, 2015.
 - ii. Completed 2015 Performance Evaluation no later than March 31, 2016, and be in good standing (not under a Written Warning Notice or Final Written Warning Notice) as of July 1, 2016.
- C. Targeted Key Retention based on institutional guidelines as recommended by the appropriated Vice President in consultation with Human Resources (Attachment B.)

Full-time, Benefit-Eligible Executives

(Excludes the President’s salary which is determined by the Board of Regents)

In addition to the \$625 increase to annual salary above, executives may be eligible to receive salary increase through key retention, merit, and market equity adjustment as determined by the President in consultation with Human Resources.

Part-time, Adjunct Faculty

In an effort to bring adjunct faculty pay rates more comparable with regional universities, adjunct pay rates will increase by 2.75 percent (3-contact hour course=\$2,800) (Attachment D.)

Part-time, Hourly Staff

Hourly staff employed as of June 30, 2016, will receive a 2.5 percent increase to their hourly pay rate. Appropriated hourly budgets will be increased by 2.5 percent to fund this increase.

2016-2017 Benefit Premiums (Attachment A)

| | Choice Plus Network | | | Options PPO Network | | |
|-------------------------------|---------------------|-----------|-----------|---------------------|-----------|-----------|
| | Single | Two-Party | Family | Single | Two-Party | Family |
| Traditional | | | | | | |
| Employee Premium | \$48.02 | \$110.94 | \$160.20 | \$65.04 | \$150.28 | \$217.00 |
| University Contribution | \$432.10 | \$998.20 | \$1441.66 | \$432.10 | \$998.20 | \$1441.66 |
| Internal Dual Coverage | | | | | | |
| Employee Premium | - | \$158.94 | \$208.20 | - | \$215.32 | \$282.04 |
| University Contribution | - | \$1430.28 | \$1873.74 | - | \$1430.28 | \$1873.74 |
| High Deductible | | | | | | |
| Employee Premium | \$0.00 | \$0.00 | \$0.00 | \$14.72 | \$34.02 | \$49.12 |
| University Contribution | \$432.10 | \$998.20 | \$1441.66 | \$432.10 | \$998.20 | \$1441.66 |
| Dental | | | | | | |
| Employee Premium | \$12.48 | \$15.96 | \$23.22 | - | \$28.44 | \$39.18 |
| University Contribution | \$49.94 | \$63.86 | \$92.94 | - | \$113.80 | \$156.80 |

2015-2016 Benefit Premiums

| | Choice Plus Network | | | Options PPO Network | | |
|-------------------------------|---------------------|-----------|-----------|---------------------|-----------|-----------|
| | Single | Two-Party | Family | Single | Two-Party | Family |
| Traditional | | | | | | |
| Employee Premium | \$47.24 | \$109.16 | \$157.64 | \$64.00 | \$147.88 | \$213.54 |
| University Contribution | \$425.19 | \$982.28 | \$1418.64 | \$425.19 | \$982.28 | \$1418.64 |
| Internal Dual Coverage | | | | | | |
| Employee Premium | - | \$156.40 | \$204.88 | - | \$211.88 | \$277.54 |
| University Contribution | - | \$1407.44 | \$1843.83 | - | \$1407.44 | \$1843.83 |
| High Deductible | | | | | | |
| Employee Premium | \$0.00 | \$0.00 | \$0.00 | \$14.49 | \$33.47 | \$48.34 |
| University Contribution | \$425.19 | \$982.28 | \$1418.64 | \$425.19 | \$982.28 | \$1418.64 |
| Dental | | | | | | |
| Employee Premium | \$12.48 | \$15.96 | \$23.22 | - | \$28.44 | \$39.18 |
| University Contribution | \$49.94 | \$63.86 | \$92.94 | - | \$113.80 | \$156.80 |

(Attachment B)

2016-2017 Targeted Key Retention Allocation Guidelines

Targeted key retention allocations are to be proposed based on the following guidelines with consultation between the appropriate Vice President and Human Resources.

Guidelines

1. Allocations shall be focused and not applied to whole departments
2. Allocations may be used to retain critical faculty, staff and executives who may be at risk of leaving for competing offers
3. Allocations may be used to recognize faculty, staff and executives who have made extraordinary contributions to the fulfillment of UVU's mission.
4. Deans and Department Chairs should participate in the process of determining allocations for faculty in their respective areas.
5. Department leaders should participate in the process of determining allocations for staff employees in their respective areas.

(Attachment C)

Exempt Wage Scale

(Approved by the Board of Trustees, March 30, 2016)

Effective July 1, 2016 through June 30, 2017

| Grades | Min | Comparable Hourly Rate | End of 1st Quartile | Comparable Hourly Rate | Midpoint | Comparable Hourly Rate | End of 3rd Quartile | Comparable Hourly Rate | Max | Comparable Hourly Rate |
|--------|-----------|------------------------|---------------------|------------------------|-----------|------------------------|---------------------|------------------------|-----------|------------------------|
| 62 | \$111,894 | \$53.80 | \$130,543 | \$62.76 | \$149,192 | \$71.73 | \$167,841 | \$80.69 | \$186,489 | \$89.66 |
| 61 | \$106,769 | \$51.33 | \$124,564 | \$59.89 | \$142,358 | \$68.44 | \$160,153 | \$77.00 | \$177,948 | \$85.55 |
| 60 | \$101,879 | \$48.98 | \$118,858 | \$57.14 | \$135,838 | \$65.31 | \$152,818 | \$73.47 | \$169,798 | \$81.63 |
| 59 | \$97,212 | \$46.74 | \$113,414 | \$54.53 | \$129,617 | \$62.32 | \$145,819 | \$70.11 | \$162,021 | \$77.89 |
| 58 | \$92,748 | \$44.59 | \$108,214 | \$52.03 | \$123,680 | \$59.46 | \$139,140 | \$66.89 | \$154,600 | \$74.33 |
| 57 | \$88,500 | \$42.55 | \$103,258 | \$49.64 | \$118,015 | \$56.74 | \$132,767 | \$63.83 | \$147,519 | \$70.92 |
| 56 | \$84,457 | \$40.60 | \$98,534 | \$47.37 | \$112,610 | \$54.14 | \$126,686 | \$60.91 | \$140,762 | \$67.67 |
| 55 | \$80,589 | \$38.74 | \$94,021 | \$45.20 | \$107,452 | \$51.66 | \$120,884 | \$58.12 | \$134,315 | \$64.57 |
| 54 | \$76,898 | \$36.97 | \$89,714 | \$43.13 | \$102,531 | \$49.29 | \$115,347 | \$55.46 | \$128,163 | \$61.62 |
| 53 | \$73,376 | \$35.28 | \$85,605 | \$41.16 | \$97,835 | \$47.04 | \$110,064 | \$52.92 | \$122,293 | \$58.79 |
| 52 | \$70,015 | \$33.66 | \$81,684 | \$39.27 | \$93,354 | \$44.88 | \$105,023 | \$50.49 | \$116,692 | \$56.10 |
| 51 | \$66,808 | \$32.12 | \$77,943 | \$37.47 | \$89,078 | \$42.83 | \$100,213 | \$48.18 | \$111,347 | \$53.53 |
| 50 | \$63,749 | \$30.65 | \$74,373 | \$35.76 | \$84,998 | \$40.86 | \$95,623 | \$45.97 | \$106,248 | \$51.08 |
| 49 | \$60,829 | \$29.24 | \$70,967 | \$34.12 | \$81,105 | \$38.99 | \$91,243 | \$43.87 | \$101,381 | \$48.74 |
| 48 | \$58,043 | \$27.91 | \$67,716 | \$32.56 | \$77,390 | \$37.21 | \$87,064 | \$41.86 | \$96,738 | \$46.51 |
| 47 | \$55,384 | \$26.63 | \$64,615 | \$31.06 | \$73,846 | \$35.50 | \$83,076 | \$39.94 | \$92,307 | \$44.38 |
| 46 | \$52,848 | \$25.41 | \$61,656 | \$29.64 | \$70,463 | \$33.88 | \$79,271 | \$38.11 | \$88,079 | \$42.35 |
| 45 | \$50,427 | \$24.24 | \$58,832 | \$28.28 | \$67,236 | \$32.33 | \$75,641 | \$36.37 | \$84,045 | \$40.41 |
| 44 | \$48,117 | \$23.13 | \$56,137 | \$26.99 | \$64,157 | \$30.84 | \$72,176 | \$34.70 | \$80,196 | \$38.56 |
| 43 | \$45,914 | \$22.07 | \$53,566 | \$25.75 | \$61,218 | \$29.43 | \$68,870 | \$33.11 | \$76,523 | \$36.79 |
| 42 | \$43,811 | \$21.06 | \$51,112 | \$24.57 | \$58,414 | \$28.08 | \$65,716 | \$31.59 | \$73,018 | \$35.10 |
| 41 | \$41,804 | \$20.10 | \$48,771 | \$23.45 | \$55,739 | \$26.80 | \$62,706 | \$30.15 | \$69,673 | \$33.50 |
| 40 | \$39,889 | \$19.18 | \$46,538 | \$22.37 | \$53,186 | \$25.57 | \$59,834 | \$28.77 | \$66,482 | \$31.96 |
| 39 | \$38,062 | \$18.30 | \$44,406 | \$21.35 | \$50,750 | \$24.40 | \$57,094 | \$27.45 | \$63,437 | \$30.50 |
| 38 | \$36,319 | \$17.46 | \$42,372 | \$20.37 | \$48,425 | \$23.28 | \$54,479 | \$26.19 | \$60,532 | \$29.10 |
| 37 | \$34,656 | \$16.66 | \$40,432 | \$19.44 | \$46,207 | \$22.22 | \$51,983 | \$24.99 | \$57,759 | \$27.77 |
| 36 | \$33,068 | \$15.90 | \$38,580 | \$18.55 | \$44,091 | \$21.20 | \$49,602 | \$23.85 | \$55,114 | \$26.50 |
| 35 | \$31,554 | \$15.17 | \$36,813 | \$17.70 | \$42,072 | \$20.23 | \$47,331 | \$22.76 | \$52,590 | \$25.28 |
| 34 | \$30,109 | \$14.48 | \$35,127 | \$16.89 | \$40,145 | \$19.30 | \$45,163 | \$21.71 | \$50,181 | \$24.13 |
| 33 | \$28,730 | \$13.81 | \$33,518 | \$16.11 | \$38,306 | \$18.42 | \$43,094 | \$20.72 | \$47,883 | \$23.02 |
| 32 | \$27,414 | \$13.18 | \$31,983 | \$15.38 | \$36,552 | \$17.57 | \$41,121 | \$19.77 | \$45,689 | \$21.97 |
| 31 | \$26,158 | \$12.58 | \$30,518 | \$14.67 | \$34,877 | \$16.77 | \$39,237 | \$18.86 | \$43,597 | \$20.96 |
| 30 | \$24,960 | \$12.00 | \$29,120 | \$14.00 | \$33,280 | \$16.00 | \$37,440 | \$18.00 | \$41,600 | \$20.00 |

(Attachment D)

Adjunct & Overload Faculty Rate Table

(Approved by the Board of Trustees, March 30, 2016)

Effective Summer 2016 through Spring 2017

Hourly Rate

| CREDIT BASED INSTRUCTION | Hourly Rate |
|------------------------------------|-------------|
| A.S. only | \$36.27 |
| A.S. plus Experience | \$41.88 |
| B.S. only | \$47.00 |
| M.S. only or B.S. plus Experience | \$53.34 |
| Ph.D. or B.S./M.S. plus Experience | \$59.57 |

Semester Appointments

| Contact Hours/Week | Semester Rate | | | | |
|--------------------|---------------|----------------------|---------|------------------------------|------------------------------------|
| | A.S. | A.S. Plus Experience | B.S. | M.S. or B.S. Plus Experience | Ph.D. or B.S./M.S. Plus Experience |
| 1 | \$617 | \$712 | \$799 | \$907 | \$1,013 |
| 2 | \$1,161 | \$1,340 | \$1,504 | \$1,707 | \$1,906 |
| 3 | \$1,705 | \$1,968 | \$2,209 | \$2,507 | \$2,800 |
| 4 | \$2,249 | \$2,597 | \$2,914 | \$3,307 | \$3,694 |
| 5 | \$2,793 | \$3,225 | \$3,619 | \$4,107 | \$4,587 |
| 6 | \$3,337 | \$3,853 | \$4,324 | \$4,907 | \$5,481 |
| 7 | \$3,881 | \$4,481 | \$5,029 | \$5,707 | \$6,374 |
| 8 | \$4,425 | \$5,109 | \$5,734 | \$6,507 | \$7,268 |
| 9 | \$4,969 | \$5,738 | \$6,439 | \$7,307 | \$8,162 |

| PUBLIC SAFETY HOURLY INSTRUCTION | | | | |
|--|---------|----------|---------|--|
| Public Safety discipline specific certification required | | | | |
| Hourly Rate Range: | | | | |
| | Low | Midpoint | High | |
| | \$22.00 | \$31.00 | \$40.00 | |