

2019-20 Salary and Wage Increases

Within the boundaries of financial feasibility and sustainability, Utah Valley University implements compensation increases aligned with [UVU's Compensation Philosophy](#). UVU seeks to provide wages, salaries, and benefits that are competitive within appropriate labor markets, promote internal equity across diverse university functions, and ensure consistency in meeting compliance requirements while remaining flexible in responding to internal and external workforce changes. Salary and wage increases are established to reward performance, respond to external labor market changes, and promote internal equity.

Full-time Faculty

- A. Effective July 1, 2019, **all** full-time salaried faculty will receive
 - \$100 base salary increase to cover the employee increase for medical premiums
 - 1 percent base salary cost-of-living increase

- B. **All** full-time salaried faculty in good standing* are eligible to receive a market equity base salary increase. Market equity increases are determined based on the faculty member's compa-ratio compared to market equity targets established by Academic Affairs. UVU has allocated 1.71 percent of budgeted base faculty salaries to fund 2019-20 faculty market equity base salary increases.
 - A faculty member's compa-ratio is calculated by comparing the faculty member's base salary to market survey midpoint for the benchmarked position (based on rank and discipline).
 - The minimum faculty market equity increase will be \$250; the maximum faculty market equity increase will be \$5,000.

**An employee is in good standing if not currently under a UVU investigation, written warning, final written warning, probation, suspension, or university-required paid leave during a pending investigation or disciplinary process. If a pending investigation or disciplinary process leads to a non-substantiation finding and no discipline, the merit increase will be retroactively paid to the employee.*

2019-20 Faculty Market Equity

Compa-ratio Ranges

	≤ 80%	> 80% but ≤ 90%	> 90% but ≤ 100%	> 100%
Tenured and Tenure Track	Greater of 2.2% and \$5,000	2.10%	1.80%	1.65%

Compa-ratio Range

	≤ 75%	> 75% but ≤ 100%	> 100% but ≤ 150%
Non-tenure track	Greater of 2.2% and \$5,000	1.80%	1.65%

- C. Full-time salaried faculty members approved for rank or tenure promotion will receive base salary increases as follows:

Advancement to Associate Professor: \$4,000

Advancement to Professor: \$6,000

- D. Tenured faculty members are eligible to receive a merit pay base salary increase in accordance with the Faculty Senate approved implementation plan for Policy 654.

- Year Two implementation
 - Qualified faculty tenured in a year ending in 4 or 9 receive \$960
 - All qualified tenured faculty receive \$334

- E. Summer ICHE rate will increase from \$2,166 to \$2,242 per credit hour beginning with Summer 2019.

- F. Stipends for department chairs and directors will increase by 3.5 percent beginning July 1, 2019.

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Adjunct Faculty

Adjunct Faculty hourly and semester appointment pay rates will increase by 3.55 percent effective Summer 2019 (rate for a 3-credit hour course will increase from \$2,960 to \$3,065). Appropriated hourly faculty budgets will be increased by 3.55 percent.

Exempt and Non-Exempt Full-time Staff

- A. Effective July 1, 2019, all full-time exempt and non-exempt staff will receive
 - \$100 base salary increase to cover the employee increase for medical premiums
 - 1 percent base salary cost-of-living increase

- B. Eligible staff will receive a merit pay increase, effective July 1, 2019, if
 1. Employed in a full-time position by June 30, 2018, and
 2. 2018 performance evaluation was submitted by March 15, 2019, and
 3. In good standing* as of July 1, 2019

Staff merit pay increases are based on the staff member's compa-ratio and performance evaluation rating. Below is a sample merit matrix. The compa-ratio ranges and the merit ratings ranges (column and row headings) are the same across the university; the percentage increases (in gray) are for illustration purposes only and represent the 2019-20 staff merit matrix *if* UVU used only one comprehensive matrix. HR generates a unique merit matrix for each division, separating exempt from nonexempt, calculated to distribute that division's portion of merit funds based on the distribution of that division's performance evaluation ratings and compa-ratios. UVU has allocated 1.6 percent of budgeted base staff salaries to fund 2019-20 staff merit pay increases.

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Illustration of 2019-20 Merit Matrix

		Compa-ratio Ranges			
		< 90%	≥ 90% but < 105%	≥ 105% but < top of salary scale for the grade	> top of salary scale for the grade
		Difference between Compa-ratio Ranges = 0.25%			
Merit Ranges (Performance Review Composite Score)	≤ 2.4	0.00%	0.00%	0.00%	0.00%
	2.5 to 2.9	0.40%	0.15%	0.00%	0.00%
	3.0 to 3.4	0.90%	0.65%	0.40%	0.40%
	3.5 to 3.9	1.40%	1.15%	0.90%	0.90%
	4.0 to 4.4	1.90%	1.65%	1.40%	1.40%
	≥ 4.5	2.40%	2.15%	1.90%	1.90%
Merit Base Salary Increase					1 time merit payment

- C. Some exempt and non-exempt staff may receive market equity pay increases, effective July 1, 2019, resulting from the following:
 - A. The elimination of grades 5 and 6 from the staff salary scale
 - B. The movement of positions from grades 5 and 6 to grade 7 or higher
 - C. Adjustments to address compression directly created by moving positions from grades 5 and 6
 - D. Adjustment of the staff salary scales to increase all grade midpoints by 2 percent; staff with salaries falling below 80 percent of the adjusted grade midpoint will be increased to 80 percent
 - E. Adjustment of positions with an identified difference of 10 percent or greater between current grade midpoint and benchmarked market midpoint

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Hourly Staff

- A. All hourly staff, including students, will receive a 1.5 percent pay rate increase effective July 1, 2019.
- B. Some hourly staff may receive market equity pay increases, effective July 1, 2019, resulting from the following:
 1. The elimination of grades 5 and 6 from the staff salary scale
 2. The movement of positions from grades 5 and 6 to grade 7 or higher
 3. Adjustments to address compression directly created by moving positions from grades 5 and 6
 4. Adjustment of the staff salary scale to increase all grade midpoints by 2 percent; hour staff with pay rates falling below 80 percent of the adjusted grade midpoint will be increased to 80 percent
 5. Adjustment of positions with an identified difference of 10 percent or greater between current grade midpoint and benchmarked market midpoint
- C. Effective July 1, 2019, the minimum student hourly pay rate will be increased from \$7.91 per hour to \$9.00 per hour; the maximum student hourly pay rate will be increased from \$16.56 per hour to \$18.00 per hour. Student employees with an hourly pay rate on June 30, 2019, of less than \$8.67 per hour will be have their hourly pay rate increased to \$9.00 per hour effective July 1, 2019.

Executives (excluding the President whose salary is established by the Board of Regents)

- A. Effective July 1, 2019, all executives will receive
 - \$100 base salary increase to cover the employee increase for medical premiums
 - 1 percent base salary cost-of-living increase
- B. Executives in good standing* are eligible to receive a merit/market equity pay increase as determined by the President, effective July 1, 2019, if a performance evaluation has been completed.

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