



UTAH VALLEY UNIVERSITY

HUMAN RESOURCES

2018-19 Compensation Plan Introduction

UVU's number one budget request priority for the 2018 Legislative Session was to increase compensation. The 2018 legislature provided the university with funding for a 4.1 percent medical premium increase and an average 2.5% general salary/wage increase. (As a reminder, the 2.5% salary/wage increase is an institutional, not individual employee, average.) It will be implemented in accordance with UVU's compensation philosophy as outlined below.

In late March, the Benefits Committee (comprised of representatives from Faculty Senate and PACE) presented President's Council with the need for an 8.0% medical premium increase. After carefully reviewing UVU's budget and compensation priorities, President's Council unanimously approved the allocation of some new resources and the reallocation of some existing resources to fund the difference between the proposed premium rate increases and the legislative funding. As a result, very few changes to the medical plan are being made and employee premium costs will increase only slightly. Please note that full-time, benefits eligible employees should have received a 2018-19 Benefits Guide in their home mail. Open enrollment begins on Monday, April 16, and ends on Friday, May 11.

In terms of salaries/wages, effective July 1, 2018, all full-time employees will receive a \$200 annual base salary increase. In addition, full-time employees may be eligible for merit or market equity increases. The majority of salary increase funds for full-time faculty will be allocated to market equity increases. The majority of salary increases for full-time staff will be allocated to merit pay. The average annual salary increase across each employee category will be 2.5%.

Beginning with Summer semester, adjunct faculty rates will increase 2.6% (3 contact hour course increases from \$2,885 to \$2,960). All hourly staff will receive a 1.5% hourly rate increase effective July 1 and supervisors may use new hourly funds to provide targeted merit/equity adjustments for hourly staff.

Additional information regarding the 2018-19 Compensation Plan is available at https://www.uvu.edu/hr/docs/compensation/2018-2019_compensation_plan.pdf with a video presentation available at <https://uvu.bridgeapp.com/learner/courses/f73885bc/enroll>. (Please enter your UVID and Password, click on "Register Now", watch video, and click on "COMPLETE" when finished.)