

From: Human Resource Services [<mailto:INFOGATOR-L@LISTS.UFL.EDU>] On
Behalf Of . HRS Human Resource Services
Sent: Friday, June 11, 2010 11:14 AM
Subject: Pay Raise Plan Announced

June 11, 2010

TO: Faculty and Staff
FROM: President Bernie Machen

Since arriving at the University of Florida in 2004, I have been committed to enhancing compensation to better reflect the quality of this institution and the men and women who work at UF. I believe it is critically important to recognize the tremendous effort of our faculty, staff and graduate assistants and to reward outstanding performance. With that in mind, I am pleased to announce a salary increase plan for the 2010-11 year.

Under this plan, compensation for faculty will include a 4 percent merit raise pool. For faculty with 12-month contracts, salary increases will be effective July 1. For 9 and 10-month faculty, increases will be effective August 16 and August 12, respectively. This allocation is designed both to increase faculty pay and move the university towards greater salary parity with its national peer universities. Funding has also been provided for faculty promotions and the Salary Performance Program in the coming year.

As part of the salary increase plan, a 3 percent merit raise pool will be created for eligible TEAMS and USPS employees. Merit increases awarded will be effective July 1. In addition, the UF minimum hourly wage for staff employees will increase to \$9.75 from \$9.02, effective July 1. Salaries for all employees earning less than \$9.75 an hour will be adjusted.

We also plan to provide a 3 percent across-the-board salary increase for all eligible graduate assistants. Increases for 12-month graduate assistants will be effective July 1, and August 16 for 9-month graduate assistants. This raise comes in addition to the increase in minimum stipends announced earlier this year for new graduate students on appointments effective July 1 for 12-month graduate assistants and August 16 for 9-month graduate assistants.

Salary increases for employees in a bargaining unit are subject to union negotiation and approval. We are committed to working with the unions to reach agreement for covered employees.

The past two years have been difficult for UF and for the state. Our employees achieved a lot in tough budget circumstances, and these raises are intended to recognize their very important contributions. I am extremely proud of the work of our faculty and staff. I applaud your efforts, and I look forward to a successful year ahead.