

University of Idaho

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TO: University of Idaho Faculty and Staff
FROM: Chuck Staben, President
DATE: May 5, 2017
SUBJECT: CEC Distribution Explanation

As part of our strategic goal to Cultivate a valued and diverse community, the University of Idaho will enhance our ability to recruit and retain outstanding scholars and skilled staff. We have committed to bring employee salaries to market-competitive levels by 2025 as part of attaining that goal. At this point in the process, we have taken the approach described below, and have planned for additional salary adjustments this fall.

For FY2018, the Idaho Legislature funded a 3 percent Change in Employee Compensation (CEC) for state employees. State appropriations will cover approximately 60 percent of the cost of General Education compensation increases, and legislation provides authorization to fund the balance from student tuition.

As in recent years, the FY2018 CEC cycle is based on employee merit, with flexibility in distribution. Practically speaking, this means the institution has access to a CEC pool equivalent to 3 percent of General Education salaries. This is an average figure, and does not mean that every meritorious employee will receive a 3 percent raise.

Salary increases are available for employees with an initial hire date on or before January 9, 2017. Employees must also have a performance evaluation rating of “satisfactory/meets expectations” or greater (as required by State of Idaho administrative guidelines). Individual eligible employees will receive salary increases as follows:

- All eligible employees (faculty and staff) will receive a 2 percent merit increase. Employees that received increases in connection with proposed FLSA rules or substantial reassessment of job duties may not receive additional increases at this time.
- Increases for faculty promotions in rank will be applied after the 2 percent increase.
- Service-based market adjustments for eligible classified and exempt staff will be applied after the 2 percent increase.

As was the case last year, unit leaders were asked to recommend additional salary increases from their own resources, based on preliminary market comparisons, performance factors and other extraordinary or compelling compensation issues. These recommendations were reviewed by executive leadership, and resulted in the following outcomes:

- The vast majority of all recommended increases will be implemented.
- Faculty increases were limited to ten percent, not including promotions in rank.
- Staff increases were limited to ten percent.
- The average overall employee compensation increase is 3.4 percent.

In support of the market-based compensation initiative, we have identified additional funds that will be committed to faculty and staff salaries once the market rate models are established. Depending on the timeline for completion, these additional funds will be allocated either in the form of a mid-year increase or as an increment to the FY19 CEC cycle. Funds identified through the program prioritization process may add to this increment, as would any funds generated by enrollment growth.

I would like to thank everyone involved in this first step of the FY2018 CEC process. I hope all of you agree that 2016-17 has been a year of great progress for our Vandal Family. Thanks for your work and I hope you join me in looking forward to an even better 2017-2018.

Go Vandals!
