



Merit Pay Increases—Design Options

Fiscal Year 2024

Overview

Performance-based rewards are an important component of Total Rewards at the University of Minnesota and are essential to creating a culture of operational excellence and continuous improvement. A merit pool of 3.75% is being recommended for fiscal year 2024, and this document outlines approaches you can take to differentiate pay increases for top performers. If a 3.75% merit pool is not approved by the Board of Regents in June 2023, this memo still provides fundamental guidance but does not guarantee a 3.75% merit pool.

Pre-Work: Setting the Foundation

Each campus, college, or unit at the University has flexibility in how merit increases are awarded. However, you should take the following steps to ensure a solid foundation for your area’s merit increase planning. Please work with your campus, college, or unit’s senior leadership team to address the following pre-work:

Step 1	<p>Review and update your performance review tool to ensure it will:</p> <ul style="list-style-type: none"> • Effectively measure the behaviors and work outcomes you wish to reward • Provide information and/or ratings you will need to differentiate low from high performance
Step 2	<p>Clearly identify the group of employees whose performance will be compared.</p> <ul style="list-style-type: none"> • Will performance of all employees in a campus, college, or unit be compared? • Will smaller groups be used for comparison within the campus, college, or unit?
Step 3	<p>Determine how much money you have for each merit comparison grouping as calculated by, or with direction from, the chief financial manager of each campus, college, or unit (RRC). The increases you award cannot exceed 3.75% of the total base salaries of eligible faculty and staff.</p> <p>If a campus, college, or unit (RRC) believes it has a compelling business need to provide a merit pool greater than or less than 3.75%, it must submit written justification by May 19, 2023, to Provost Rachel Croson and OHR Vice President Ken Horstman. Any proposal to reduce the average merit pool below 3.75% should be grounded in data reflecting how salaries in the unit meet or exceed relevant market comparisons. The Provost and OHRVP will consult together and with the Finance and Operations Office as necessary on any review of written justifications. Submit written justifications to provost@umn.edu and ohrvp@umn.edu.</p>
Step 4	<p>Select the approach you will use to award performance-based increases. See the next section on “Selecting Your Design Option” for sample models.</p>

Step 5	Agree on how you and senior leaders in your unit will conduct a joint review to calibrate performance ratings, ensure legal compliance, and adhere to University policies and guidelines.
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Note Regarding Employees Paid Over Range Maximum: Employees who are paid above their salary range maximum must receive their annual increase in the form of a lump sum payment, rather than applied to their base salary. In situations in which an employee will be paid over the range maximum after receiving their merit increase, the employee may have the merit increase applied to their base until the point their salary reaches the range maximum. The rest of the merit increase must be awarded as a lump sum increase.

Selecting Your Design Option

There are limitless ways to award performance-based increases. This guide highlights three you may want to consider. These options are arranged from least to most structured. Note that the success of any merit increase model highly depends on the ability to:

1. Identify and sort people into unsatisfactory and low performance categories
2. Award increases to top performers that are 75-80% higher than the 3.75% increase. This translates to an increase of roughly 6.5% for top performers.

MODEL 1: UPSIDE POTENTIAL FOR HIGHEST-RANKED PERFORMERS (Lump Sum or Increase to Base Salary)

All employees are first sorted into one of two categories, either “unsatisfactory” or “satisfactory” performance. Salary increases are calculated using these percentages:

<i>Increase for unsatisfactory and low performers</i>	<i>Increase for all remaining employees who are performing both proficiently and beyond expectations</i>	<i>High-Performance Award</i>
0%	3.50%-3.75%	See calculation options below*

*The amount remaining for a High-Performance Award is calculated by subtracting the total salary increases from the first step of this exercise from the full 3.75% salary increase. The remaining dollar amount is your High-Performance Award pool. Simply divide the High-Performance pool by the dollar amount you would like to provide to top performers. This will tell you how many employees can receive this additional increase, which could be awarded as a:

- Percentage increase to base salary
- One-time lump sum payment

MODEL 2: PERCENT INCREASE AWARDED BASED ON FORCED RANKING OF PERFORMANCE

<i>Employees Performing in Lowest 10%</i>	<i>Employees Performing in Middle 80%</i>	<i>Employees Performing in Top 10%</i>
<i>0% Increase</i>	<i>3.75% Increase</i>	<i>6.5% Increase</i>

MODEL 3: PERCENT INCREASE BASED ON 3-POINT PERFORMANCE RATING SCALE AND RANGE POSITION

The increase percentages in this model are based on the overall merit pool and the distribution of people falling into each cell. This model should only be used for job codes that have gone through market refinement, in which highly accurate salary ranges are in place.

	<i>Performance Requires Improvement</i>	<i>Performance Meets Expectations</i>	<i>Performance Exceeds Expectations</i>
Salary is high in range	0%	3%	3.75%
Salary is mid-range	0%	3.75%	4.7%
Salary is low in range	0%	4.7%	6.4%

Create an Implementation Plan

Once you have identified your performance review tool, merit increase percentage, and employee peer groups, work with your campus, college, or unit’s senior leadership team to create a merit pay implementation timeline that includes:

1. Clear assignment of roles and responsibilities
2. Creation of communications, forms, and supporting documents
3. Dates when preliminary performance reviews will be completed
4. Dates when senior leadership will meet to discuss preliminary reviews and distribution performance among employees
5. Financial analysis: translation of performance rankings into merit increase amounts
6. Dates when final reviews and merit increases will be communicated to employees
7. Training dates for managers and supervisors on the tools and process, as well as how to determine the merit amount and communicate the results to employees
8. Training dates for employees on how performance will be evaluated, how increases will be determined, and timing of the merit increase cycle
9. Handoffs with Payroll and HRMS at the local and central level to process increases

Any communications to employees about salary increases for fiscal year 2024 **should state that the increase is contingent on final approval of the budget by the Board of Regents in June.**