

Fiscal Year 2008-09 Merit

Questions and Answers

Q1: Do we get merit this year?

A1: Yes, merit is delayed with an effective date of January 1, 2009. Important note: Merit and COLA are dependent on allocations from the legislature and as such may be subject to change.

Q2: Who is eligible for merit?

A2: All regular/renewable (A or B contract) administrative and academic faculty* (.5 FTE or more) receiving merit steps commendable; excellent and extraordinary with the following exclusions:

- Faculty who will advance in rank or range and receive a salary increase effective July 1, 2008;
- Faculty who advanced in rank or range and received a salary increase between July 2, 2007 and June 30, 2008 are ineligible for merit in the 2008-09 fiscal year;
- Those hired after September 1, 2007 are ineligible for merit in the 2008-09 fiscal year; and
- Temporary faculty, letters of appointment, postdoctoral fellows/scholars, medical residents, graduate teaching and research assistants are ineligible for merit.

* Includes tenured, tenure-track and non-tenure track; faculty on sabbatical or development leave during the evaluation period; and faculty who have changed positions with no change in pay during the current fiscal year.

Q3: What is the merit dollar amount for 2008-09?

A3: \$915.00 per merit step

Step 1	Commendable	\$ 915
Step 2	Commendable	\$1,830
Step 3	Excellent	\$2,745
Step 4	Excellent	\$3,660
Step 6	Extraordinary	\$5,490

Q4: Will I receive a cost of living adjustment (COLA) on my merit?

A4: Yes, merit is added to your current base salary and multiplied by 4% COLA. The merit amount is then subtracted from the base salary for the first half of the fiscal year.

Q5: How is my new base salary calculated?

A5: The full merit amount is added to your current base salary. Then COLA is calculated on that amount (x 1.04) and the merit amount is backed out of the base salary until January 1, 2009. Beginning January 1, 2009 the base salary will be increased by the full annual merit amount. Base salary from July 1, 2008-December 31, 2008 is an

amount calculated as aforementioned. Base salary from January 1, 2009-June 30, 2009 is another amount that includes the full merit award.

Q6: I'm responsible for a department/grant budget, how do I budget for merit this fiscal year?

A6: As always, merit and COLA changes should have been included in your July 1, 2008 forward budget figures. This year, the amount you budgeted may not be absorbed in salaries because of the merit delay. If over-budgeted, you will need to find alternative allocations for the funds prior to the completion of your budgetary year. To view a sample salary calculation including merit and COLA go to the second page of: http://www.unr.edu/vpaf/hr/employment/documents/TermsandWorksheet2008_2009.pdf.

Q7: Given that retirement is based on one's top three years of salary, how will merit be reflected in my salary and in my contributions for PERS?

A7: Contributions to PERS retirement are made on PERS eligible earnings from each pay period. PERS contributions will be made on merit when the employee's merit goes into effect (i.e. January 1, 2009). NSHE provides a monthly report to PERS listing employee eligible earnings, their full time equivalency, and their PERS contributions (employee/employer or employer only contributions). PERS then adds the 12 months together in a fiscal year and that becomes an employee's average salary for that fiscal year. When an employee retires, PERS bases the employee's benefit upon the average of the 36 consecutive months of highest compensation, 90%+ of the time this should be the employee's last 36 months of employment. However, employees who retire in fiscal year 2008-09 before June 1, 2009, will have an average of 36 consecutive months of highest compensation that would NOT include their full merit.

Q8: Who do I talk to if I have questions about my merit?

A8: Talk with your supervisor about any questions.