Compensation

Effects of mitigation plans during the COVID-19 crisis

Please review additional information related to compensation and COVID-19, including recruiting, hiring, and merit increases, which may differ from usual UT and COE procedures:

- Office of the President: Mitigation Plans During COVID-19
- COE Wiki: Fiscal Mitigation

Resources:

- HOP: Benefits/Compensation
- HOP 5-3110: Merit Salary Policy for Classified Employees

**HR:**
- Compensation - Glossary of Terms
- Compensation Overview for Managers and HR Professionals
- Fair Labor Standards Act (FLSA) classification and overtime
  - FLSA minimum annual salary for exempt jobs is $35,568 as of Jan. 1, 2020
- My Total Rewards (services and perks available to UT employees)
- Pay plan and job codes
- Premium Pay (Benefits Replacement, Hazardous Duty, Longevity)
- Public pay plan
- Salary adjustments (additional duties, equity, counteroffer)
- Student Employee Compensation (includes titles and pay rates)

**Payroll: Faculty Salary Spread**

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