**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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