2013-14 Pay Plan for Undergraduate Students on Twin Cities Campus

Introduction

This memo provides the fiscal year 2013-14 (FY’14) compensation plan that the President is recommending to the Board of Regents as part of the overall University budget. The FY’14 budget recommendation will be reviewed by the Board of Regents at its May meeting, and considered for approval by the Board of Regents at its June 2013 meeting. Please use the parameters and information in this memo to guide your unit in preparing this year’s budget and compensation plan.

This memorandum applies to undergraduate student employees on the Twin Cities Campus includes broad-banded classifications 27xx through 28xx.

Students with a PeopleSoft location code(s) of 'BETHEL', 'CHANHASSEN', 'EXCELSIOR', 'OFFCMPTC', 'ROSE_MOUNT', 'ROSERCHCTR', 'STPAUL', 'TCEASTBANK', 'TCWESTBANK' are included in this Twin Cities Undergraduate Student Pay Plan.

Undergraduate and graduate academic student employees (95xx) are covered by a separate compensation plan, the 2013-2014 Academic Salary Plan. Graduate students appointed to bargaining unit classifications are considered bargaining unit employees.

Salary Floor – FY14
Effective June 17, 2013 the floor or minimum salary rate is $7.25 an hour.

Salary Changes – FY14
There is no automatic salary increase for student employees.

Salary adjustment and/or lump sum increases may be granted at any time during the 2013-2014 fiscal year at the discretion of the unit. The unit determines the amount and timing of the salary adjustment and/or lump sum.

Units that have established promotional criteria and increases associated with such criteria for their undergraduate students may continue to follow these procedures.

Compensation Policy, Related Information
Premium Payments
Information on premium payments (e.g., shift differential, holiday pay) is available at http://www.umn.edu/ohr/toolkit/compensation/premium
Overtime
Students must be paid overtime, one and a half times the individual's regular rate of pay, when a student employee works in excess of 40 hours per week.

Pay Plan Questions
Please refer questions to your Unit HR Professional or Office of Human Resources HR Consultant

Related Policies and Information
Student Employment Policy
Student Employment Work Rules (pdf)

There is no central HRMS implementation of this pay plan. The entry of all increases is the responsibility of the departments.