

BASE ANNUAL PAY

- The university pays each employee an hourly or monthly rate consistent with the pay range assigned to the employee's position title in the University Pay Plan.

BENEFITS REPLACEMENT PAY

- BRP is a separate pay entitlement granted to employees who were employed by the state on 8/31/95. New employees hired since 9/1/95 are not eligible to receive BRP. Additionally, BRP is forfeited if an employee leaves state employment for more than 30 days. BRP is equal to 5.85 percent of the FICA wages based on October 31, 1995 salary, not to exceed \$16,500 annually, plus the additional retirement contribution paid by the employee because of receiving BRP. The total paid out may not exceed \$1034.01 each calendar year.

COMPENSATION IN EXCESS OF BASE-NON-TEACHING

- Full-time staff employees who accept additional non-teaching assignments may receive compensation for such assignments. Such compensation must comply with the provisions established in UPPS No. 04.04.12, "Compensation in Excess of Base Annual Salary for Staff." Prior to accepting additional non-teaching assignments in another department, an employee must obtain written approval from his or her department head.

COMPENSATION IN EXCESS OF BASE- TEACHING

- Full-time unclassified staff employees or split appointees receive extra compensation for academic instruction performed beyond the normal 40-hour required work week. UPPS No. 04.04.12, "Compensation in Excess of Base Annual Salary for Staff," establishes the responsibility for determining the appropriateness of such payments. Only unclassified employees will receive compensation for teaching activities. Classified employees may not receive compensation nor participate in teaching activities. Pursuant to UPPS No. 04.04.12, "Compensation in Excess of Base Annual Salary for Staff," a staff employee may receive no more than 25 percent of the employee's base annual salary each fiscal year. This does not include teaching assignments for staff positions. Staff may exceed the 25 percent limit for teaching an academic class.

GENERAL PERFORMANCE INCREASE

- The state or university may mandate either or both of these increases across-the-board, for all eligible employees.

HAZARDOUS DUTY PAY

- Officers are entitled to hazardous duty pay of \$10 per month for each year of service in a state hazardous duty position. Eligible part-time employees receive a proportional amount of hazardous duty pay. For a detailed explanation see UPPS [04.04.11](#)

MARKET ADJUSTMENT

- An employee receives a salary increase to a new pay plan minimum when labor market rates exceeds the employee's current salary.

MERIT PAY

- An employee receives discretionary salary increase awarded for meritorious performance.

PERFORMANCE INCREASE

- A performance increase is a non-discretionary merit award provided to qualified staff employees, as determined by the president or the state legislature.

STAFF PERFORMANCE AWARD (BONUS)

- A discretionary award approved by the president or members of President's Cabinet.

STATE LONGEVITY PAY

- Each regular full-time staff employee, excluding law enforcement officers eligible for hazardous duty pay, is entitled to longevity pay of \$20 per month for each two years of service as an employee of the State of Texas up to and including 42 years of service. For a detailed explanation see UPPS [04.04.11](#)

UNIVERSITY LONGEVITY PAY

- Each regular staff employee is entitled to receive a 1.5 percent increase every two years up to a maximum of four such increases from each appropriate eligibility date.