
Subject: [cfaes-all] Employee Compensation Initiatives
Date: Wednesday, June 26, 2024 at 8:37:42 AM Eastern Daylight Time
From: Cfaes-all on behalf of CFAES Office of the Vice President and Dean via Cfaes-all
To: cfaes-all@lists.osu.edu
Attachments: image001.png, ATT00001.txt

CFAES Community –

The university has recently announced several significant compensation-related initiatives that will impact most of our employees for the next fiscal year and beyond. In this email, we summarized the initiatives to assist you in determining which might have implications for you and/or the employees who report to you. Please review the information below and reach out to our CFAES human resources representatives at cfaeshr@osu.edu with questions.

1. For all supervisors - Annual Merit and Compensation Process (AMCP):

- The FY25 AMCP has started. The university merit pool is 3.5% of eligible employee base salary, including faculty and staff in regular positions. This year, the university is providing some flexibility in using this raise pool beyond merit. To that end, the college is reserving .5% to address necessary adjustments outside of merit. Therefore, unit leaders will have a 3% pool to work with in awarding merit compensation.
- Lecturers and staff in term positions who are outside the AMCP Merit pool may be considered for a merit increase consistent with the guidelines for eligible faculty and staff.
- Increases for bargaining unit members are processed in accordance with the bargaining unit contract.

2. For all supervisors - Fair Labor Standards Act (FLSA) minimum threshold:

- The Department of Labor has increased the minimum threshold for positions to qualify as “exempt” from overtime. Positions that are salaried or paid monthly are considered “exempt.” Employees in these positions do not log hours or keep a timesheet. The default for every position is to be paid hourly. Therefore, to be considered “exempt” from overtime, a position needs to meet certain requirements for role and responsibilities, as well as meet a minimum salary, all directed by the [FLSA](#). Effective July 2024, the minimum salary threshold for employees to qualify as “exempt” will increase from \$35,568 to \$43,888 and effective January 2025 it will raise again to \$58,656. HR representatives have been collaborating with managers of positions impacted by this change, in preparation for the July implementation only. There will be a separate review and discussion period in the fall about how to manage the January threshold increase.

3. For anyone who supervises non-exempt/hourly employees:

- To align the wage ranges with the university’s commitment to a \$15 minimum wage for staff, compensation has adjusted the wage ranges of several position subfunctions. CFAES employees who are below the new minimum of a pay range will receive a base increase to at

least the minimum. Increases will be seen in September.

4. For Grant Principal Investigators (PIs) and/or graduate student supervisors:

- Effective September 1, the minimum salary for post-docs will increase from \$48,000 to \$61,008, regardless of the funding source. New post-docs hired on or after July 1 will begin at the higher salary.
- Effective the fall semester, the minimum graduate associate stipend will increase from \$2,364 per month to \$2,483 per month.
- In some instances, bridge funding will be available from the university to help defray the additional salary and benefit expenses for the first year only. Eligibility requirements must be met. Please consult with your HR representative and take advantage of this opportunity if it applies.
- These changes may impact the budgets of active or pending grants supporting the salaries of individuals receiving salary increases. If necessary, request appropriate budget adjustments for such grants through your sponsored program officer within the Office of Sponsored Programs.
- Effective immediately, please use the appropriate higher stipends or salaries for the budgets of all future grant submissions.

5. For undergraduate student employees and their supervisors:

- In March, CFAES introduced a new student wage scale for consistent and higher wages for undergraduate student hires. In May, the university set a new minimum wage of \$13 per hour for all undergraduate students, which will require an additional revision to the CFAES student wage scale and the corresponding student job titles.
- Current student employees will see the raise to minimum on their checks at the end of July. Communications will be shared directly with student employee supervisors regarding this.

The college is continuing to evaluate the ongoing impact these changes may have on our overall budget, which may result in other financial adjustments. We will keep you informed as we know more.

Sincerely,
Dean Cathann Kress



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