

University of Houston
FY2025 One-Time Merit Eligibility Criteria and Guidelines

The following guidelines identify employees that will be eligible to be considered for a one-time merit payment.

As a reminder, final approval of one-time merit is required by the Board of Regents.

To be eligible employees must:

- Be classified as a full-time (1.00 FTE) benefits-eligible and not a temporary or contract employee.
- Be employed prior to September 1, 2023.
- Have an annual base salary of \$100,000.99 or less.
- Have a 2023 staff ePerformance appraisal with an “Achieved Expectations” (3) or above rating.
- Employees in interim positions are eligible for the one-time merit based on their base pay.
- Supervisors or managers must have completed 2023 ePerformance documents for all their subordinates by February 2, 2024.
- Have completed the FY2024 mandatory training required for state and federal compliance SAM 02.A.11 by November 17, 2023.
- Not have any delinquent debt to the university.*

*Employees who have outstanding debt will not be included in the initial merit payment file. Employees who clear their debt by December 13, 2024 and would otherwise be awarded a merit payment, will be included in a supplemental merit payment file.

Allocation of Merit:

- One-Time Merit distribution is determined by compliance with merit guidelines.
- One-Time merit payments will be distributed in December 2024.
- The one-time merit payment will be \$2,000.
- Post docs classified as Full Time (1.00 FTE) benefits-eligible and are not temporary employees are eligible for this one-time merit payment.
- University central administration will fund 100% of merit costs on centrally funded sources and 50% of merit costs on non-centrally funded sources.
- Division Business operations will receive Merit Rosters from Human Resources.

Definitions:

Full-time benefits-eligible employee: An employee who is hired to work at least 40 hours per week or 1.00 FTE. Excluded from this definition are students employed in positions that require student status as a condition of employment (both monthly and hourly paid students). Contract employees, Teaching Fellows, Teaching Assistants, Graduate Assistants, and Research Assistants are not considered benefits-eligible staff employees.