



TOTAL REWARDS

OVERVIEW

At UTMB, there are many types of total rewards, both extrinsic and intrinsic. Extrinsic rewards are rewards that come in the form of monetary value, such as salary or base pay, other cash compensation, and benefits. Intrinsic rewards are those which are non-monetary and are derived from the work environment, culture of the organization, and job satisfaction, such as the building of teamwork, having pride in working for UTMB and supporting our mission, and the accomplishment of individual goals. The following chart summarizes UTMB's total reward strategy:

UTMB Total Reward Strategy			
	EXAMPLES	REWARD	DEFINITION
INTRINSIC	Workforce Development Community Activities	Other Non-Cash Rewards	Level 3: Total Reward
	Retirement Health and Welfare PTO – sick, vacation, holiday Statutory Programs	Benefits	
EXTRINSIC	Non-Recurring Merits Incentives	Variable Rewards	Level 1: Total Cash Compensation
	Overtime Shift Differential On-Call Pay High Needs Pay	Bi-weekly Additions to Base Pay	
	Base Salary Longevity Pay Hazard Duty Pay	Base Salary	

A list of total rewards available to UTMB employees can be found on-line at <http://www.utmb.edu/totalreward>.

EXTRINSIC REWARDS (MONETARY REWARDS)

BASE PAY

An employee's base pay is determined by the job grade, the market value or midpoint of the salary grade, the employee's relevant experience, education, skills, and job performance. In addition to base pay adjustments related to pay for performance (merits), there are other types of salary adjustments that may occur, such as promotions, temporary increases, additional responsibility increases, and market or equity adjustments.

ADDITIONAL PAY

In addition to base pay, there are other types of pay that increase an employee's overall cash, such as:

- **OVERTIME PAY** – Under the Fair Labor Standards Act (FLSA), non-exempt (hourly) employees must be paid one and one-half times their normal hourly wage rate for all hours worked in excess of 40 in any workweek.
- **SHIFT DIFFERENTIAL** – paid to employees in authorized jobs who are scheduled to work during periods in which shift differentials are authorized to be paid, such as evenings, nights, and weekends.
- **ON-CALL PAY** – paid to employees in authorized jobs who are required to be "on-call" and may be required to physically report to work during scheduled off-hours.
- **NON-RECURRING MERIT** – paid to employees as a lump-sum payment for individual contribution for employees deserving of a merit but whose compa-ratio is over 100% or whose salary is over the maximum of the salary range. Also paid to employees with superior performance outside the normal scope of the individual's work.
- **TUITION REIMBURSEMENT** – paid to employees for qualifying expenses such as tuition and course-related fees incurred at a regionally accredited college, for pre-approved, job-related graduate or undergraduate courses or degrees.

INCENTIVE PAY

Employees may be eligible for additional cash rewards in the form of group incentive awards, if the entity and/or department participates in the incentive plan. Staff Incentive Plans (SIPs) are designed each fiscal year to provide team incentives based on entity or area level productivity goals. They are determined at the entity level for management employees or at the department level for staff employees. SIPs establish group goals with predetermined measurable outcomes. All SIPs require approval by the entity leader, Chief Human Resources Officer, and Chief Financial Officer at the beginning of the plan and at the close of the plan for plan payouts to occur.

BENEFITS

UTMB offers competitive medical, dental, life, and disability insurances; retirement programs, as well as paid time off programs in the form of vacation and sick leave, to ensure the physical and mental well-being of our employees. For more information on UTMB benefits, refer to the on-line website at <http://www.utmb.edu/benefits>.

INTRINSIC REWARDS (NON-MONETARY REWARDS)

Intrinsic rewards are non-monetary and are derived from the work environment, culture of the organization, and job satisfaction. Intrinsic rewards such as caring for others, serving the community, workforce development, being able to work on projects that are interesting, all create a sense of personal job satisfaction and a sense of pride in working for UTMB. Other examples of intrinsic rewards include:

- Training and Development – educational programs offered to UTMB faculty, staff, and leadership by UTMB’s Organizational Effectiveness, Training and Recognition Department.
- Teamwork – employees who feel a part of an effective team with excellent leadership, vision, direction, and team-oriented behaviors by all members of the team are committed to participating in and achieving the mission of UTMB.
- Commit to Fit - UTMB’s [Commit to Fit](#) program encourages employees and students to get active and includes [iCommit](#), an online tool created to help set fitness goals and manage and track progress. Smoking cessation programs, the Weight Watchers program, and many other opportunities are available.