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Vodňany, April 17, 2018

Measure of the Dean No. 14/2018

Remunerations and performance bonuses of employees of FFPW USB

Measure of the dean serves as the basis for the directors, registrar, dean and other responsible persons in determining the remunerations and performance bonuses of the employees of the FFPW USB and its purpose is to motivate active faculty staff. All responsible staff should follow this measure, unless budgetary discipline of relevant organizational unit is at risk.

I. REMUNERATIONS

- 1) One-time remuneration for obtaining a project with finances for the FFPW USB with payment:
 - Projects with the finances less than or equal to 10 million CZK for FFPW USB – 250 CZK per 100 thousand CZK (e. g. the project of 5 670 000 CZK = one-time bonus 56* 250 CZK);
 - Projects over 10 million and less than or equal to 100 million CZK for FFPW USB – fixed amount of 25 000 CZK and additional 1 000 CZK per every 500 000 CZK (e.g. the project of 10 720 000 CZK = one-time bonus of 25 000 CZK + 1 000 CZK);
 - Projects over 100 million CZK – fixed amount of 205 000 CZK and additional 500 CZK per every 500 000 CZK.

The leader requests the payment at the director or the registrar after signing the contract, no later than the first year of the contract. The amounts will be paid from the budget of the respective organizational unit.

- 2) Achievement of eligible R&D result - 400 CZK per for 1 point.
The amounts will be paid from the budget of the respective organizational unit, which includes the laboratory, from which come remunerated persons.
- 3) One-time remuneration for economic activity, with the limit up to 20% of the revenues (the invoiced amount VAT excl.) including social and health insurance. The exact amount is specified by the head of the particular unit, the registrar for the dean's office and the dean for dean's collegium, study office, taking into account mainly profitability and efficiency. The amount will be paid from the budget of the individual organizational unit or from the contract. The remuneration will be disbursed only when the amount of remuneration will not



exceed the achieved appropriate profit of the particular tender.

- 4) The remuneration of a maximum 10% of the wages in projects where it is possible to pay remuneration as proposed by the responsible researcher. The amounts will be paid out of the project.
- 5) Quarterly remunerations - the amount is determined by the director for his part, the registrar for the dean's office, Dean for Dean's Collegium and Vice-Dean for study affairs for study office with regard to the budget in a calendar year. Furthermore, the relevant amounts will be paid from the budget of the respective organizational unit.
- 6) Bonuses for merits – the Faculty will provide the bonuses:
 - a) for the appreciation after 10 years of work the amount of 5,000 CZK, after 15 years amount of 7,000 CZK, after 20 years and every other 5 years of the main employment at the Faculty amount of 10,000 CZK,
 - b) upon reaching the age of 50 years (depends on the length of employment at the Faculty) amount of 5,000 CZK (from 5 to 10 years), amount of 10,000 CZK (over 10 years),
 - c) at the first termination of employment at the Faculty after the acquisition of a retirement pension or a disability pension of the IIIrd degree in the amount of 6,000 CZK (the length of employment from 1 to 10 years) and 10,000 CZK (with length of employment over 10 years).

Any other bonuses and contributions are governed by a valid Collective Agreement concluded between the USB and the Coordination Trade Union Council of the USB.

The appropriate amounts of remunerations will be paid 50 % of the budget of the respective organizational unit and 50 % of the budget of the Dean's Office (Center).

II. PERFORMANCE BONUSES

The amount of performance bonus is adjusted to take into account the quality of the work performed and the work results currently achieved usually at the beginning of the calendar year. It is necessary that the directors reflect a future amount of performance bonus when submitting new projects. The employee has no legal entitlement to performance bonus. The performance bonus is further defined in the Section IV, Art. 9 of Wage regulations of the USB.



a) Science and research

It does not apply to the projects OP Fisheries:

Responsible leader of a project:

- Responsible leader of a project (or its part at the FFPW USB) up to 0,5 million CZK per year (including) – 1 000 – 2 000 CZK
- Responsible leader of a project (or its part at the FFPW USB) up to 2 million CZK per year (including) – 2 000 – 5 000 CZK
- Responsible leader of a project (or its part at the FFPW USB) up to 3 million CZK per year (including) – 3 000 – 6 000 CZK
- Responsible leader of a project (or its part at the FFPW USB) up to 4 million CZK per year (including) – 4 000 – 7 000 CZK
- Responsible leader of a project (or its part at the FFPW USB) up to 5 million CZK per year (including) – 5 000 – 8 000 CZK
- Responsible leader of a project (or its part at the FFPW USB) over 5 million CZK per year – 5 500 – 10 000 CZK

Member of the project team:

- Director of the relevant part, or the registrar also have the opportunity to propose granting of a performance bonus to employees participating with their workload (actively involved in the project implementation) in R & D projects, which the faculty solves, or is their co-researcher.
- The member of the project team must have min. of 10% of the time workload on the project. The performance bonus may range to the amount 5 000, - CZK.

The rate of the performance bonus is granted for the duration of the project / projects, the project implementation by the project team members and is funded under the budget of the appropriate organizational unit or the appropriate share of resources and organizational units, from which the person is paid a salary.

In case that the project leader obtains more projects with the duration in the same year, the sums are adding up and the performance bonus is calculated from their total sum per year.

The performance bonus may be awarded at the earliest after signing the grant / grant decision for the longest period of the project solution (with an annual assessment of the project's status in relation to the amount of the performance bonus).

b) Education

Appropriate rates of performance bonuses are recommended according to the number of taught hours, number of students, whether the subject is mandatory or optional, according to the evaluation of the course by students (student's evaluation



of tuition), and tuition language:

- Leadership (tuition) of courses (subjects) of bachelor's and follow up master's study – up to 5 000 CZK
- Consultation and examining PhD courses – up to 1 000 CZK
- Management of final theses of students – up to 5 000 CZK

c) Other

The director of the respective part, the dean or the registrar also have the opportunity to propose granting of a performance bonus to appropriate staff for other activities or skills that are not listed above. It must be always given, for what the bonus is awarded.

This measure cancels the Dean's announcement No. 17/2015.

This Dean's measure comes into effect on 17th April 2018.

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Dean of the FFPW USB