

## Article 23 - Salaries

23.1 Pay Plan. Ranked Faculty (Lecturers, ~~Instructors, Assistant Professor of Instruction, Associate Professors of Instruction, Professors of Instruction, and Research Assistant Professors, Research Associate Professors, and Research Professors not wholly or in the majority dependent on funded grants,~~ Assistant Professors, Associate Professors, Professors. and equivalent Librarian ranks); non-ranked faculty; and in-unit Administration employees:

### ~~— 2021-2022 Merit Lump Sum Bonus~~

~~0. The University will provide a pool of funds to each department for a payment of Two Thousand Dollars (\$2,000), which will be distributed on the date described in Section 23.1E as a one-time lump-sum performance-based bonus payment to each eligible employee as defined in Section 23.1A2 and 23.1D2. Such bonus payment shall not be added to the base.~~

~~0. Eligible employees in Section 23.1A1 are those employees who meet the following criteria:~~

- ~~) — Are continuously employed as ranked faculty, non-ranked faculty, and in-unit administration employees prior to August 7, 2021 and through the date the bonus is paid; and~~
- ~~) — Have received a satisfactory and above (a minimum score on the most recent annual evaluation of at least 3.0 on a 5.0 point numerical rating scale). New hires with no evaluation are excluded from this pool as are employees with no evaluation on file within two academic years of full ratification. This pool shall be distributed at the department level.~~
- ~~) — Do not have any active performance improvement plans on records;~~
- ~~) — Are actively employed on the date the bonus is paid, and~~
- ~~) — Do not fall within Section 23.1D2.~~

### B.A. 2022-23-2025-26 Merit Base Increases

1. The University shall provide a pool of funds to each department for increases equal ~~to three and one-half percent (3.5%)~~ to five percent (5%) of the August 7, 2025~~2~~, in-unit employee salary base to be distributed as set forth in Section 23.1E to all eligible in-unit employees as defined in Section 23.1A2(b) through (c), and in Section 23.1D.

The merit increases will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

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### E.B. 2023-2024-2026-27 Merit Base Increases

1. The University shall provide a pool of funds to each department for increases equal ~~to two percent (2%)~~ to five percent (5%) of the August 7, 2026~~3~~, in-unit employee salary base to be distributed to all eligible in-unit employees as defined ~~in Section 23.1A2 (b) through (c), and in~~ Section 23.1D.

The merit increases will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

C. 2027-28 Merit Base Increases

1. The University shall provide a pool of funds to each department for increases equal to five percent (5%) of the August 7, 2027, in-unit employee salary base to be distributed to all eligible in-unit employees as defined in Section 23.1D.

The merit increases will be applied after all other raises (e.g., promotional raises, out-of-cycle raises; previously promised raises, etc.) have been factored into an employee's base pay.

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F.D. Additional Eligibility Requirements.

~~To be eligible for the merit base increases set forth in Sections 23.1B1, and 23.1C1 employees must also have been continuously employed from on or before, August 7, 2022, and August 7, 2023, respectively, and must be employed on the date the increase is paid.~~

1. Eligible employees in Sections 23.1A1, 23.1B1, and 23.1C1 are those employees who meet the following criteria:

- a) Are continuously employed as ranked faculty, non-ranked faculty, and in-unit administration employees prior to August 7, 2025, August 7, 2026, and August 7, 2027, respectively, and through the date the merit increase is paid; and
- b) Have received a satisfactory and above (a minimum score on the most recent annual evaluation of at least 3.0 on a 5.0 point numerical rating scale). New hires with no evaluation are excluded from this pool as are employees with no evaluation on file within two academic years of full ratification. This pool shall be distributed at the department level.
- c) Are actively employed on the date the increase is paid, and
- d) Do not fall within Section 23.1D2.

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- ~~3.2.~~ Employees who are on visiting appointments, temporary appointments or who have received notice of non-reappointment or dismissal or who have resigned with an effective date occurring prior to the effective date of the merit one-time lump sum bonus and merit base salary increases described in this Article are not eligible to receive the bonus and increases described in this Article.

G.E. Effective Dates.

The effective dates of the ~~merit one-time lump sum bonus and~~ merit base wage increases described in Sections 23.1A1, 23.1B1 and 23.1C1 ~~shall be as soon as practicable, but no later than six (6) weeks after ratification by the Board of Trustees, and with respect to the merit base increases, shall be no later than September 1, 2022, and September 1, 2023~~ August 7, 2025, August 7, 2026, and August 7, 2027, respectively. The Board of Trustees will vote on ratification of this contract as soon as practicable, but no later than three (3) weeks after UFF ratifies it.

23.2. Contract and Grant Funded Increases.

Employees whose salaries are wholly or in the majority dependent on funded on contracts or grants shall receive salary increases equivalent to similar employees on state funding, provided that such salary increases are permitted by the terms of the contract or grant, the rules of the funding agency, and

adequate funds are available for this purpose in the contract or grant.

~~23.3~~ 23.3 Type of Payment for Assigned Duties.

Employees shall be paid from salary dollars for all assigned duties up to the established FTE on the position and from OPS dollars for assigned duties in excess of the established FTE on the position. Employees on 9-month appointments shall be paid during the Summer Terms, if appointed, from salary dollars up to 1.0 FTE if appointed in the home department/unit. Appointments in excess of 1.0 FTE shall be paid from OPS dollars. Employees may be paid from OPS dollars for assignments outside employees' home departments/units and for work on USF funded internal grant programs.

~~23.5~~ 23.4 Salary Adjustments.

- A. The University shall retain the authority to make salary adjustments for employees for extra compensation and verified counteroffers and to make salary adjustments for market equity, including compression/inversion. Also, the University shall retain the authority to enter into financial settlements with employees in the settlement of grievances and lawsuits and other disputes. There is no total annual limit on the expenditures in the cases listed above. In addition, the University retains the authority to make salary adjustments and to provide cash bonuses for special achievements and to develop and implement plans to provide additional base salary or lump sum increases for excellence in research, teaching, service and other assigned duties so long as the total expenditures do not exceed 1.0% of the August 7in-unit employee salary base of the year adjustments are made. In addition, any remaining discretionary expenditure authority based on the prior in-unit salary base shall be added to the 1.0% discretionary base described above.
- B. Employees in the College of Nursing who are participants in any practice plan or group developed by the College will be eligible to receive bonuses or additional types of extra compensation paid entirely from clinical revenue. Payments made from clinical revenue are not subject to any caps outlined in this Agreement.

~~23.6~~ 23.5 Report to Employees.

All employees shall receive notice of their salary increases through their University email account prior to the implementation of the salary increases described in this Article. Upon written request, an employee shall have the opportunity to consult with the person or committee which makes the initial and final recommendation for salary increases.

~~23.7~~ 23.6 Report to UFF.

Written reports shall be provided without cost by USF to the UFF indicating all salary and compensation adjustments and bonuses made on a quarterly basis pursuant to Articles 8.4D, 23.1A1, 23.1B1, 23.1C1, and 23.4A by amount, nature of adjustment, name, rank department and college. The information shall be provided no later than sixty (60) business days following the close of a quarter.

23.7 Salary Equity

For AY 2025-26, 2026-27, and 2027-28, a pool of funds in the amount of \$500,000.00 each year shall be distributed as base salary increases to address the compression and/or inversion of in-unit employee salaries. The University will identify individual bargaining unit members who are compressed and/or inverted and determine a methodology to disperse the funds to address compression and inversion in a fair and equitable manner. The University will complete the analysis and share a report with all members of the bargaining unit explaining the allocation methodology no later than at the end of AY 2025-26, 2026-27, and 2027-28. The funds will be dispersed no later than six weeks after the report has been shared and approved by the UFF for each of the above mentioned AYs, respectively.

23.8 Funding

- A. The increases for 2025-26, 2026-27, and 2027-28 contained in this article are contingent upon no reduction in the University's E&G Funding.
- B. In the event of a reduction in E&G, the University will consult with the UFF to determine whether to proceed with the increases described in this article.
- C. Increases for tenure and promotion and increases that are committed to prior to the reduction in the University's E&G funding are unaffected by the same.