

Professors. and equivalent Librarian ranks); non-ranked faculty; and in-unit Administration employees:

A. 2021-22 Merit Base Increase

~~1. 2016-2017. The University shall provide a pool of funds to each department for increases equal to 2.0% of the August 7, 2016, in-unit employee salary base to be distributed as set forth in Section 23.1.(A)(4) to all eligible in-unit employees.~~

~~2. 2017-2018. The University shall provide a pool of funds to each department for increases equal to 2% of the August 7, 2017, in-unit employee salary base to be distributed as set forth in Section 23.1.(A)(4) to all eligible in-unit employees.~~

~~3.1. 2018-2019~~ The University shall provide a pool of funds to each department for increases equal to one percent (1%) of the August 7, 2021~~18~~, in-unit employee salary base to be distributed as set forth in Section 23.1A~~2(4)~~ to all eligible in-unit employees.

~~4.2.~~ Eligible employees in 23.1A1, 23.1B1 and 23.1C1~~(4), (2), and (3)~~ are those employees whose most recent performance evaluations are 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 collegedepartment level. The nominal evaluation ratings on the most recent annual evaluation shall be converted to numerical ratings (if ratings are already in numerical form, then those numbers shall be utilized so long as they are consistent with the 5.0 point scale that follows) with “outstanding” = 5.0; “strong to outstanding” = 4.5; “strong” = 4.0; satisfactory to strong” = 3.5; “satisfactory” = 3.0; “weak to satisfactory” = 2.5; “weak” = 2.0 “unacceptable to weak” = 1.5; and, “unacceptable” = 1.0.

Using the most recent annual evaluation, each employee's numerical score in each area of assigned activity (the average of the peer committee's rating, if applicable, and the supervisor's rating) shall be multiplied by the assigned FTE, if applicable, to derive the overall raw score in each area of assignment (for example, an employee receiving a rating of 4.0 in instruction, with a .60 FTE assignment in instruction would have a raw score in this category of 2.4, derived by multiplying 4.00 by .60). Raw scores in each area of assignment are added together to determine the overall raw score for the individual employee. The highest total raw score possible would be 5.0 and the lowest, 1.0. Once the overall raw score has been computed, all those employees with a minimum score of 3.0 would be eligible for general merit pool consideration. The raw score of each eligible employee shall be multiplied by the base salary of the employee to produce the adjusted score. In each department, the ~~performance~~ adjusted scores shall be added together for all employees who have been determined eligible to participate in the distribution of the general merit pool.

Each employee's adjusted score shall be divided by the total adjusted score of the eligible employees in the department. The resulting percentage shall be the employee's percentage ownership of the department salary pool. The amount received shall be added to the employee's base salary.

B. 2022-23 Merit Base Increase

1. The University shall provide a pool of funds to each department for increases equal to two percent (2%) of the August 7, 2022, in-unit employee salary base to be distributed as set forth in Section 23.1A2 to all eligible in-unit employees.

C. 2023-2024 Merit Base Increase

1. The University shall provide a pool of funds to each department for increases equal to two percent

2707 (2%) of the August 17, 2023, in-unit employee salary base to be distributed as set forth in Section
2708 23.1A2 to all eligible in-unit employees.

2709 B-D. Additional Eligibility Requirements.

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2712 1. To be eligible for the merit base increases set forth in Sections 23.1A1, 23.1B1, and
2713 23.1C1(1), (2), and (3), employees must have been employed on or before August 7, 2021, August 7,
2714 2022, and August 7, 2023, respectively, and must be employed on the date the increase is paid. 2016,
2715 August 7, 2017 and August 7, 2018 respectively.

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2717 2. Employees who are on visiting appointments, temporary appointments or who have received
2718 notice of non-reappointment or dismissal or who have resigned with an effective date occurring prior to
2719 the effective date of the merit base salary increases described herein in this Article are not eligible to
2720 receive the increases described in Article 23.1B this Article.

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2722 E. Effective Dates.

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2724 The effective dates of the ~~salary 2016-2017 increase described in Article 23.1.A~~ merit base wage increases
2725 described in Sections 23.1A1, 23.1B1 and 23.1C1, shall be as soon as practicable, but no later than six
2726 (6) weeks after ratification by the Board of Trustees, and no later than September 1, 2022, and September
2727 1, 2023, respectively. The Board of Trustees will vote on ratification of this contract as soon as practicable,
2728 but no later than three (3) weeks after UFF ratifies it. ~~The effective date of the salary increases for 2017-~~
2729 ~~2018 and 2018-2019 shall be the first full pay period in September 2107, and 2018 respectively.~~

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2731 23.3 Contract and Grant Funded Increases.

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2733 Employees on contracts or grants shall receive salary increases equivalent to similar employees on state
2734 funding, provided that such salary increases are permitted by the terms of the contract or grant, the rules
2735 of the funding agency, and adequate funds are available for this purpose in the contract or grant.

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2737 23.4 Type of Payment for Assigned Duties.

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2739 Employees shall be paid from salary dollars for all assigned duties up to the established FTE on the
2740 position and from OPS dollars for assigned duties in excess of the established FTE on the position.
2741 Employees on 9-month appointments shall be paid during the Summer Terms, if appointed, from salary
2742 dollars up to 1.0 FTE if appointed in the home department/unit. Appointments in excess of 1.0 FTE shall
2743 be paid from OPS dollars. Employees may be paid from OPS dollars for assignments outside employees'
2744 home departments/units and for work on USF funded internal grant programs.

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2746 23.423.5 Salary Adjustments.

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2748 A. The University shall retain the authority to make salary adjustments for employees ~~, based on the~~
2749 ~~published guidelines of the University in effect as of August 7, 2004,~~ for extra compensation and verified
2750 counteroffers and to make salary adjustments for market equity, including compression/inversion. Also,
2751 the University shall retain the authority to enter into financial settlements with employees in the settlement
2752 of grievances and lawsuits and other disputes. There is no total annual limit on the expenditures in the
2753 ~~above~~ cases listed ~~in 23.5 above.~~ In addition, the University retains the authority to make salary
2754 adjustments and to provide cash bonuses for special achievements and to develop and implement plans
2755 to provide additional base salary or lump sum increases for excellence in research, teaching, service and
2756 other assigned duties so long as the total expenditures do not exceed 24.0% of the August 7, ~~2016,~~ in-
2757 unit employee salary base of the year adjustments are made; 1.0% of the August 7, 2017, in-unit
2758 employee salary base; and 1.0% of the August 7, 2018, in-unit employee salary base. In addition, any
2759 remaining discretionary expenditure authority based on the August 7, 2016, 2017, and 2018 prior in-unit
2760 salary base shall be added to the 42.0% discretionary base described above.

2761 B. Employees in the College of Nursing who are participants in any practice plan or group developed by the
2762 College will be eligible to receive bonuses or additional types of extra compensation paid entirely from

2763 clinical revenue. Payments made from clinical revenue are not subject to any caps outlined in this
2764 Agreement.

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2766 ~~B. The authority of the University to make salary adjustments or award cash bonuses in pursuit of Article A~~
2767 ~~shall cease on August 7, 2019. Nothing in this Agreement shall waive the University's or UFF's right to make~~
2768 ~~proposals and to negotiate over any provision in Article 23 during reopener negotiations including, but not~~
2769 ~~limited to, the discretionary cap set forth in Section 23.5.~~

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2772 23.6 Report to Employees.

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2774 All employees shall receive ~~written~~ notice of their salary increases ~~on the "Appendix E" through their~~
2775 University email account prior to the implementation of the salary increases described in this Article. Upon
2776 written request, an employee shall have the opportunity to consult with the person or committee which
2777 makes the initial and final recommendation for salary increases.

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2779 23.7 Report to UFF.

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2781 Written reports shall be provided without cost by USF to the UFF indicating all salary and compensation
2782 adjustments and bonuses made on a quarterly basis pursuant to Articles 8.4D, ~~23.1A1, 23.1B1, 23.1C1,~~
2783 ~~and 23.5A 4A and 23.5~~ by amount, nature of adjustment, name, rank department and college. The
2784 information shall be provided no later than ~~forty five (45)~~ sixty (60) business days following the close of a
2785 quarter.

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2787 23.88 Contingencies.

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2789 A. ~~The Merit Base Increases for 2022-2023, and 2023-2024 provided for in Sections 23.1B1 and 23.1C1 are~~
2790 ~~contingent upon positive funding of the University's Legislative Budget Request (LBR) as compared to~~
2791 ~~the level funded in 2021-2022, and 2022-23, respectively. The increases for 2017-2018 and 2018-19~~
2792 ~~contained in this article are contingent upon no reduction in the University's Performance Based Funding~~
2793 ~~("PBF") as compared to the level of PBF on August 1, 2016. To avoid confusion, the PBF Model was~~
2794 ~~approved at the January 2014 Board of Governor's Meeting. The model includes 10 metrics that evaluate~~
2795 ~~Florida institutions on a range of issues. PBF levels will be calculated on August 1 in each year of the~~
2796 ~~contract for the purposes of determining if there was a reduction in PBF~~

2797 B. ~~In the event the University's LBR is unfunded or insufficiently funded, the University shall have the sole~~
2798 ~~discretion to determine whether to proceed with the 2022-23 and/or 2023-24 increases described in this~~
2799 ~~Article. In the event the University does not proceed with the increases, the University will notify UFF in~~
2800 ~~writing of its decision ("Notice"). Within thirty (30) days of the University's Notice, the parties will meet to~~
2801 ~~bargain in good faith for an alternate salary article. In the event of a reduction in PBF funding the~~
2802 ~~University shall have the sole discretion to determine whether to proceed with the increases described in~~
2803 ~~the article. In the event the University does not proceed with the increases due to reduction in PBF, the~~
2804 ~~University will notify UFF in writing of its decision ("Notice"). Within 30 (thirty) ~~thirty~~ (30) business days of~~
2805 ~~the University's Notice, the parties will meet to bargain in good faith for an alternative salary ~~A~~ article.~~

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2807 C. Authority for new salary adjustments described in Article 23.5A will also cease based on the University's
2808 Notice; however, any prior unspent discretionary authority from prior contract years will remain in full
2809 force and effect ~~for the duration of the Contract~~, subject to the reporting requirements of 23.7.

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2811 D. Increases for tenure and promotion and increases that are committed to prior to the University's Notice
2812 are unaffected by same.

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2815 **Article 24 Benefits**

2816 24.1 Benefits Improvements. The University and UFF support legislation to provide adequate and
2817 affordable health insurance to all employees.