

2650 of the employee's university salary. Faculty on one-half pay sabbaticals may receive salary  
2651 from University grants or contracts at a level that would make total compensation no  
2652 greater than the faculty member's full-time salary rate for the sabbatical period. In order for  
2653 the faculty member to use grant or contract funds through the University to supplement  
2654 salary while on sabbatical leave the following conditions must be met: (1) the nature of the  
2655 grant/contract activity must be congruent with the proposed sabbatical activities and  
2656 participation in the grant/contract activities must contribute to the accomplishment of the  
2657 sabbatical objectives; (2) the granting/contracting agency must allow for such an  
2658 arrangement; (3) gross salary drawn from the grant/contract during the sabbatical period  
2659 cannot exceed one-half of the faculty member's gross USF salary for those on half-pay  
2660 sabbaticals; (4) the faculty member must be named in the grant/contract and appear as a  
2661 budgeted salary line item; and (5) the faculty member must submit a signed statement from  
2662 the faculty member's chair/director or campus chief executive officer verifying that the  
2663 above conditions have been satisfied, either as part of the sabbatical application or prior to  
2664 taking the sabbatical as appropriate. If financial assistance is received in the form of salary,  
2665 the University salary shall normally be reduced by the amount necessary to bring the total  
2666 income of the sabbatical period to a level comparable to the employee's current year salary  
2667 rate. Employment unrelated to the purpose of the sabbatical leave is governed by the  
2668 provisions of Article 19, Conflict of Interest and Outside Activity.  
2669

2670 22.4 Retraining. The University may, at its discretion, provide opportunities for retraining of employees when  
2671 it is in the University's best interests. Such opportunities may be provided to employees who are laid off, to  
2672 those who are reassigned, or in other appropriate circumstances. These retraining opportunities may include  
2673 enrollment in tuition-free courses under the provisions of Article 24.7, and Sabbaticals or Professional  
2674 Development Leaves under this Article.

2675

## 2676 **Article 23 - Salaries**

2677

2678 23.1 Pay Plan. Ranked Faculty (Lecturers, Instructors, Assistant Professors, Associate Professors,  
2679 Professors, and equivalent Librarian ranks); non-ranked faculty; and in-unit Administration employees:

2680

2681

2682

### 2683 A. 2021-22 Merit Base Increase

2684

2685 ~~1. 2016-2017. The University shall provide a pool of funds to each department for increases equal~~  
2686 ~~to 2.0% of the August 7, 2016, in-unit employee salary base to be distributed as set forth in~~  
2687 ~~Section 23.1.(A)(4) to all eligible in-unit employees.~~

2688

2689 ~~2. 2017-2018. The University shall provide a pool of funds to each department for increases equal to~~  
2690 ~~2% of the August 7, 2017, in-unit employee salary base to be distributed as set forth in Section~~  
2691 ~~23.1.(A)(4) to all eligible in-unit employees.~~

2692

2693 ~~3.1. 2018-2019~~ The University shall provide a pool of funds to each department for increases equal to  
2694 one and one-half percent (1.5%) of the August 7, 202118, in-unit employee salary base to be  
2695 distributed as set forth in Section 23.1A2(4) to all eligible in-unit employees.

2696

2697 ~~4.2.~~ Eligible employees in 23.1A1, 23.1B1 and 23.1C1(4), (2), and (3). are those employees whose  
2698 most recent performance evaluations are satisfactory and above (a minimum score on the most  
2699 recent annual evaluation of at least 3.0 on a 5.0 point numerical rating scale). New hires with no  
2700 evaluation are excluded from this pool as are employees with no evaluation on file within two  
2701 academic years of full ratification. This pool shall be distributed at the ~~collegedepartment~~ level. The  
2702 nominal evaluation ratings on the most recent annual evaluation shall be converted to numerical  
2703 ratings (if ratings are already in numerical form, then those numbers shall be utilized so long as  
2704 they are consistent with the 5.0 point scale that follows) with "outstanding" = 5.0; "strong to  
2705 outstanding" = 4.5; "strong" = 4.0; satisfactory to strong" = 3.5; "satisfactory" = 3.0; "weak to  
2706 satisfactory" = 2.5; "weak" = 2.0 "unacceptable to weak" = 1.5; and, "unacceptable" = 1.0.

2707 Using the most recent annual evaluation, each employee's numerical score in each area of  
2708 assigned activity (the average of the peer committee's rating, if applicable, and the supervisor's  
2709 rating) shall be multiplied by the assigned FTE, if applicable, to derive the overall raw score in each  
2710 area of assignment (for example, an employee receiving a rating of 4.0 in instruction, with a .60  
2711 FTE assignment in instruction would have a raw score in this category of 2.4, derived by  
2712 multiplying 4.00 by .60). Raw scores in each area of assignment are added together to determine  
2713 the overall raw score for the individual employee. The highest total raw score possible would be  
2714 5.0 and the lowest, 1.0. Once the overall raw score has been computed, all those employees with  
2715 a minimum score of 3.0 would be eligible for general merit pool consideration. The raw score of  
2716 each eligible employee shall be multiplied by the base salary of the employee to produce the adjusted  
2717 score. In each department, the ~~performance~~ adjusted scores shall be added together for all  
2718 employees who have been determined eligible to participate in the distribution of the general merit  
2719 pool.

2720  
2721 Each employee's adjusted score shall be divided by the total adjusted score of the eligible  
2722 employees in the department. The resulting percentage shall be the employee's percentage  
2723 ownership of the department salary pool. The amount received shall be added to the employee's  
2724 base salary.

2725  
2726  
2727  
2728 B. 2022-23 Merit Base Increase

- 2729  
2730 1. The University shall provide a pool of funds to each department for increases equal to two percent  
2731 (2%) of the August 7, 2022, in-unit employee salary base to be distributed as set forth in Section  
2732 23.1A2 to all eligible in-unit employees.

2733  
2734 C. 2023-2024 Merit Base Increase

- 2735  
2736 1. The University shall provide a pool of funds to each department for increases equal to two percent  
2737 (2%) of the August 17, 2023, in-unit employee salary base to be distributed as set forth in Section  
2738 23.1A2 to all eligible in-unit employees.

2739  
2740 B-D. Additional Eligibility Requirements.

2741  
2742 1. To be eligible for the merit base increases set forth in Sections 23.1A1, 23.1B1, and  
2743 23.1C1(1), (2), and (3), employees must have been employed on or before August 7, 2021, August 7,  
2744 2022, and August 7, 2023, respectively, and must be employed on the date the increase is paid. 2016,  
2745 August 7, 2017 and August 7, 2018 respectively.

2746  
2747 2. Employees who are on visiting appointments, temporary appointments or who have received  
2748 notice of non-reappointment or dismissal or who have resigned with an effective date occurring prior to  
2749 the effective date of the merit base salary increases described ~~herein in this Article~~ are not eligible to  
2750 receive the increases s described in ~~Article 23.1B~~ this Article.

2751  
2752 E. Effective Dates.

2753  
2754 The effective dates of the ~~salary 2016-2017 increase described in Article 23.1.A~~ merit base wage increases  
2755 described in Sections 23.1A1, 23.1B1 and 23.1C1- shall be as soon as practicable, but no later than six  
2756 (6) weeks after ratification by the Board of Trustees, and no later than September 1, 2022, and September  
2757 1, 2023, respectively. The Board of Trustees will vote on ratification of this contract as soon as practicable,  
2758 but no later than three (3) weeks after UFF ratifies it. ~~The effective date of the salary increases for 2017-~~  
2759 ~~2018 and 2018-2019 shall be the first full pay period in September 2107, and 2018 respectively.~~

2760  
2761 23.3 Contract and Grant Funded Increases.

2762  
2763 Employees on contracts or grants shall receive salary increases equivalent to similar employees on state

2764 funding, provided that such salary increases are permitted by the terms of the contract or grant, the rules  
2765 of the funding agency, and adequate funds are available for this purpose in the contract or grant.

2766  
2767 23.4 Type of Payment for Assigned Duties.

2768  
2769 Employees shall be paid from salary dollars for all assigned duties up to the established FTE on the  
2770 position and from OPS dollars for assigned duties in excess of the established FTE on the position.  
2771 Employees on 9-month appointments shall be paid during the Summer Terms, if appointed, from salary  
2772 dollars up to 1.0 FTE if appointed in the home department/unit. Appointments in excess of 1.0 FTE shall  
2773 be paid from OPS dollars. Employees may be paid from OPS dollars for assignments outside employees'  
2774 home departments/units and for work on USF funded internal grant programs.

2775  
2776 23.423.5 Salary Adjustments.

2777  
2778 A. The University shall retain the authority to make salary adjustments for employees ~~based on the~~  
2779 ~~published guidelines of the University in effect as of August 7, 2004,~~ for extra compensation and verified  
2780 counteroffers and to make salary adjustments for market equity, including compression/inversion. Also,  
2781 the University shall retain the authority to enter into financial settlements with employees in the settlement  
2782 of grievances and lawsuits and other disputes. There is no total annual limit on the expenditures in the  
2783 ~~above~~ cases listed ~~in 23.5 above~~. In addition, the University retains the authority to make salary  
2784 adjustments and to provide cash bonuses for special achievements and to develop and implement plans  
2785 to provide additional base salary or lump sum increases for excellence in research, teaching, service and  
2786 other assigned duties so long as the total expenditures do not exceed 1.0% of the August 7, ~~2016,~~ in-unit  
2787 employee salary base ~~of the year adjustments are made; 1.0% of the August 7, 2017, in-unit employee~~  
2788 ~~salary base; and 1.0% of the August 7, 2018, in-unit employee salary base.~~ In addition, any remaining  
2789 discretionary expenditure authority based on the ~~August 7, 2016, 2017, and 2018 prior~~ in-unit salary base  
2790 shall be added to the 1.0% discretionary base described above.

2791 B. ~~Employees in the College of Nursing who are participants in any practice plan or group developed by the~~  
2792 ~~College will be eligible to receive bonuses or additional types of extra compensation paid entirely from~~  
2793 ~~clinical revenue. Payments made from clinical revenue are not subject to any caps outlined in this~~  
2794 ~~Agreement.~~

2795  
2796 ~~B. The authority of the University to make salary adjustments or award cash bonuses in pursuit of Article A~~  
2797 ~~shall cease on August 7, 2019. Nothing in this Agreement shall waive the University's or UFF's right to make~~  
2798 ~~proposals and to negotiate over any provision in Article 23 during reopener negotiations including, but not~~  
2799 ~~limited to, the discretionary cap set forth in Section 23.5.~~

2800  
2801  
2802 23.6 Report to Employees.

2803  
2804 All employees shall receive ~~written~~ notice of their salary increases ~~on the "Appendix E" through their~~  
2805 ~~University email account~~ prior to the implementation of the salary increases described in this Article. Upon  
2806 ~~written~~ request, an employee shall have the opportunity to consult with the person or committee which  
2807 makes the initial and final recommendation for salary increases.

2808  
2809 23.7 Report to UFF.

2810  
2811 Written reports shall be provided without cost by USF to the UFF indicating all salary and compensation  
2812 adjustments and bonuses made on a quarterly basis pursuant to Articles 8.4D, ~~23.1A1, 23.1B1, 23.1C1,~~  
2813 ~~and 23.5A 4A and 23.5~~ by amount, nature of adjustment, name, rank department and college. The  
2814 information shall be provided no later than ~~forty five (45) sixty (60)~~ business days following the close of a  
2815 quarter.

2816  
2817 23.88 Contingencies.

2818  
2819 C. The Merit Base Increases for 2022-2023, and 2023-2024 provided for in Sections 23.1B1 and 23.1C1 are

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

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

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

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

## Article 24 Benefits

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

24.2 Part-Time Employees. Part-time employees, except those in positions funded from temporary "Other Personal Services funds", are entitled to employer-funded benefits under the provisions of State law and the rules of the Department of Management Services and the Division of Retirement. Part-time employees should contact the Human Resources office on their campus to determine the nature and extent of the benefits for which they are eligible.

24.3 Retirement Credit. Retirement credit for employees who are authorized to take uncompensated or partially compensated leaves of absence shall be granted in accordance with State law and the rules of the Division of Retirement as they may exist at the time leave is granted. The current Florida Retirement System rules also require that to receive full retirement credit, the employee on uncompensated or partially compensated leave must make payment of the retirement contribution that would otherwise be made by the University, plus interest, if applicable. Employees who are to take such a leave of absence should contact the Human Resources office on their campus for complete information prior to taking the leave.

24.4 Benefits for Retired Employees.

Employees retired from the University shall be eligible, upon request, and on the same basis as other employees, subject to University policies, to receive the following benefits from the University:

- (1). Retired employee identification cards;
- (2). Use of the University library (i.e., public rooms, lending and research service);
- (3). Listing in the University directory;
- (4). Placement on designated University mailing lists;
- (5). A University parking decal;
- (6). Use of University recreational facilities (retired employees may be charged fees different