

ARTICLE _
 Compensation

[Tied to evaluation and promotion]

The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally. To that end, the parties are committed to working toward the common goals of the Florida Polytechnic University.

_.1 One-time payment. In addition to the increases that occur based on _.2, _.3, and _.4, eligible employees shall receive one-time payment on July 1, 2018 with the qualifications and amount described below.

| Eligibility Bargaining-unit member on payroll as of: | Payment based on salary as of: | Payment |
|--|--------------------------------|---------|
| June 30, 2016 | July 1, 2016 | 5.75% |
| June 30, 2017 | July 1, 2017 | 2.2% |

_.2 Retention Increases. Eligible employees shall receive retention increases to the employee’s base salary throughout the life of this agreement with the qualifications described below.

| Eligibility Bargaining-unit member on payroll as of: | Increase based on salary on this take and takes effect first pay period of: | Retention increase to base salary amount: |
|--|---|---|
| June 30, 2018 | July 1, 2018 | $(2+\alpha)\%$ |
| June 30, 2019 | July 1, 2019 | 2% |
| June 30, 2020 | July 1, 2020 | 2% |

Qualification: The salary increases described the table in Section _.2 above shall be distributed to each bargaining unit member unless the member’s annual evaluation rating is below “**Satisfactory minus.**” Bargaining unit members shall be eligible for retention increase while on approved leave (sabbatical, paid or

21 unpaid). **α is 3.5 only for the employees whose hiring date is before July 1,**
22 **2016 regardless of any evaluation rating.**

23 .3 Merit Increases. The following table describes the implementation of merit increases
24 throughout the life of this Agreement with the qualifications described below.

| Eligibility: Bargaining-unit member on payroll as of: | Period of Performance Reviewed for Merit | Increase takes effect first pay period of: | merit increase to base salary amount: |
|--|--|--|--|
| June 30, 2018 | AY 2017 - 2018 | July 1, 2018 | S or S+:1%, EE: 2%, EX: 3% |
| June 30, 2019 | AY 2018 – 2019 | July 1, 2019 | S or S+:1%, EE: 2%, EX: 3% |
| June 30, 2020 | AY 2019 - 2020 | July 1, 2020 | S or S+:1%, EE: 2%, EX: 3% |

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26 **Qualification:** The salary increases described in the table in Section .3 above
27 shall be distributed to each bargaining unit member if the member’s annual
28 evaluation rating is “**Satisfactory**” or above.

29 S: Satisfactory. S+: Satisfactory Plus, EE: Exceed Expectation. EX: Exemplary

30 .4 Administrative Discretion Increases. The University BOT may provide
31 Administrative Discretion Increases (ADI) up to one percent (1%) of the total salary rate
32 of the bargaining-unit. The ADI awards may be provided in the following circumstances:

- 33 • The University may provide ADIs for verified written offers of outside
34 employment.
- 35 • The University may provide ADIs for special achievements and exceptional merit.
- 36 • No other ADI awards shall be provided unless negotiated with UFF and ratified by both
37 parties. The ADI pool expires with this collective bargaining agreement.

38 .5 Promotion Increases. A bargaining-unit member who receives a promotion utilizing
39 the promotion procedures in this collective bargaining agreement shall receive the base-
40 salary increase shown below, effective on the same date as the promotion which shall
41 take effect August 15th following the academic year in which the successful review takes
42 place.

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| From Level I | To Level II | Promotion increase to base salary amount: |
|----------------------|-----------------------|---|
| Assistant Professor | Associate Professor | 12% |
| Assistant Librarian | Associate Librarian | 12% |
| Wellness Counselor I | Wellness Counselor II | 12% |
| Instructor I | Instructor II | 12% |

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| From Level II | To Level III | Promotion increase to base salary amount: |
|-----------------------|------------------------|---|
| Associate Professor | Professor | 12% |
| Associate Librarian | Librarian | 12% |
| Wellness Counselor II | Wellness Counselor III | 12% |
| Instructor II | Instructor III | 12% |

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46 .6 Legislatively Mandated Increases. Any additional legislatively mandated increases
 47 shall be implemented following the corresponding law and does not conflict with this
 48 agreement.

49 .7 Anomaly Increases. Salary anomaly includes, but is not limited to the following:

- 50 • whenever a unit member is paid at a salary that is lower than his or her
 51 colleagues in the same or closely related discipline who have similar records of
 52 accomplishment and similar seniority, and where there exists no legitimate
 53 reason for the disparity (e.g. prior merit awards or a starting salary based on a
 54 prior distinguished record).
- 55 • whenever a unit member is paid at a salary that is similar to his or her
 56 colleagues in the same or closely related discipline who have inferior records
 57 of accomplishment or inferior seniority, and where there exists no legitimate
 58 reason for the disparity (e.g. prior merit awards or a starting salary based on a
 59 prior distinguished record).
- 60 • whenever a unit member is paid at a salary that is lower than his or her
 61 colleagues in the same or closely related discipline who have inferior records
 62 of accomplishment or inferior seniority, and where there exists no legitimate
 63 reason for the disparity (e.g. prior merit awards or a starting salary based on a
 64 prior distinguished record).

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66 (a) Eligibility: All bargaining-unit members are eligible for anomaly increases.

- 67 (b) Salary Anomaly Committee: There shall be a standing committee referred to as the
68 Salary Anomaly Committee (SAC), which shall be composed of an equal number
69 of the UFF and the University representatives and a non-voting representative
70 from the Department of Human Resources. The SAC shall develop and maintain
71 its rules and procedures for determining the existence of an anomaly and/or
72 whether a salary adjustment is warranted.
- 73 (c) Periodic Reviews: By annual review or other means of identification, the SAC
74 shall analyze the salary of a bargaining-unit member to determine whether an
75 anomaly exists. Such analysis shall consist of a review of the bargaining-unit
76 member's salary history compared with his or her colleagues in the same or
77 closely related discipline, including starting salary, length of service, merit awards,
78 and any other salary adjustments.
- 79 (d) The SAC shall determine whether one or more salary adjustments are warranted.
80 The SAC shall prepare and submit a report of any such determinations to the
81 Provost and the UFF-Poly Chapter President.
- 82 (e) Effective Date: Any salary adjustment based on the SAC's determination shall
83 become effective on August 15th following the academic year in which the annual
84 review takes place.

85 __.8 Salary floors. The salary floors for all bargaining-unit members shall follow 85% of
86 the mean salary (parity level) for comparable roles and comparable ranks in the most
87 recent Oklahoma State University Salary survey, region 4, effective Aug 15, ____.

88 __.9 Starting Salary. All bargaining-unit position will be hired at a starting salary
89 commensurate with their experience. It is expected that those salaries will typically be
90 within 20% of faculty within that unit at a similar rank. In exceptional cases, bargaining-
91 unit positions may be hired at a salary above that range contingent on extraordinary
92 experience and extramural funding.