

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).  **$\alpha$  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.