

ARTICLE 12

SALARIES

1. Merit Increases. The University recognizes the dedication and accomplishments of its employees, and as a result, has set merit raises based on the individual’s overall performance rating. The increases reflected below shall be applied to the individual’s current base salary. All faculty members who were evaluated by the University in 2018 are eligible for salary increases as outlined in Section 1(a) below for 2018-2019. The total of these salary increases is approximately 2% of the total salaries for the employees eligible, as defined in the previous sentence, for an increase under this agreement.
 - a. Faculty merit increases shall be awarded as follows:

Exemplary	3.75%
Exceeds Expectations	2.75%
Meets Expectations	2.00%
 - b. Discretionary Increases. The University may provide at its discretion additional salary increases of up to two percent (2.0%) of the current base salary (prior to any merit increase given in accordance with Section 1) for each eligible employee. The sum of all discretionary increases may not exceed 1.0% of the total salaries for eligible employees. The University may provide such a discretionary increase for any reason, including but not limited to, verified written offers of outside employment, special achievements, exceptional merit, compression and inversion, equity and market equity considerations, and similar special situations to employees in the bargaining unit.
2. Grievability. The only issues to be addressed in a grievance filed pursuant to this Agreement (Article “__”) alleging violation of this Article are whether there is unlawful

For the University

For the UFF

Mark L. Bonfanti
Chief Negotiator

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discrimination pursuant to state or federal law, or whether there is an arbitrary and capricious application of the provisions of one or more sections of this article.

3. The University will implement the salary adjustments for 2018-2019 to be effective the first full pay period following ratification of this Agreement by the parties. Salary adjustments shall not be retroactive.
4. Salary adjustments for 2019-2020 and 2020-2021 will be conducted pursuant to Article 19.3.
5. Increases Contingent on Receipt of New Recurring/Non-Recurring Funds. Unless the University chooses to fund the increases, and in the event the University does not receive sufficient new legislative or performance funding to fund the salary increases, they shall become void and re-opened for negotiations by the parties.

For the University

Mark L. Bonfanti
Chief Negotiator

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