

ARTICLE _
 Compensation

[Tied to evaluation and promotion]

_.1 Policy. 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.

_.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 or as soon as practicable:	Retention increase to base salary amount:
June 30, 2016	July 1, 2016	3.5%
June 30, 2017	July 1, 2017	4.5%
June 30, 2018	July 1, 2018	2%
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 unpaid).

_.3 Merit Increases. The following table describes the implementation of merit increases 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 pool amount:
June 30, 2018	AY 2017 - 2018	July 1, 2018	1.5%
June 30, 2019	AY 2018 – 2019	July 1, 2019	1.5%

June 30, 2020	AY 2019 - 2020	July 1, 2020	1.5%
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21 Qualification: The salary increases described in the table in Section __.3 above
 22 shall be distributed to each bargaining unit member if the member’s annual
 23 evaluation rating is “**Satisfactory**” or above.

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

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

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

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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39 __.6 Legislatively Mandated Increases. Any additional legislatively mandated increases
40 shall be implemented following the corresponding law and does not conflict with this
41 agreement.

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

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

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

60 (b) Salary Anomaly Committee: There shall be a standing committee referred to as the
61 Salary Anomaly Committee (SAC), which shall be composed of an equal number
62 of the UFF and the University representatives and a non-voting representative
63 from the Department of Human Resources. The SAC shall develop and maintain
64 its rules and procedures for determining the existence of an anomaly and/or
65 whether a salary adjustment is warranted.

66 (c) Periodic Reviews: By annual review or other means of identification, the SAC
67 shall analyze the salary of a bargaining-unit member to determine whether an
68 anomaly exists. Such analysis shall consist of a review of the bargaining-unit
69 member's salary history compared with his or her colleagues in the same or
70 closely related discipline, including starting salary, length of service, merit awards,
71 and any other salary adjustments.

72 (d) The SAC shall determine whether one or more salary adjustments are warranted.
73 The SAC shall prepare and submit a report of any such determinations to the
74 Provost and the UFF-Poly Chapter President.

75 (e) Effective Date: Any salary adjustment based on the SAC's determination shall
76 become effective on August 15th following the academic year in which the annual
77 review takes place.

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

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