

ARTICLE 12

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.

~~12.1 One time payment. In addition to the increases that occur based on 12.2, 12.3, and 12.4, 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%

12.12 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 12.2 above shall be distributed to each bargaining.  $\alpha$  is 3 only for the employees whose hiring date is before July 1, 2016 regardless of any evaluation rating.

20 12.23 Merit Increases. The following table describes the implementation of merit  
 21 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 increase to base salary amount:
June 30, 2018	AY 2017 - 2018	July 1, 2018	ME: 1% EE: 2%, EX: 3%
June 30, 2019	AY 2018 – 2019	July 1, 2019	ME: 1% EE: 2%, EX: 3%
June 30, 2020	AY 2019 - 2020	July 1, 2020	ME: 1% EE: 2%, EX: 3%

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 23 Qualification: The salary increases described in the table in Section 12.3 above  
 24 shall be distributed to each bargaining unit member if the member’s annual  
 25 evaluation rating is “**Meet Expectations**” or above.  
 26 ME: Meet Expectation, EE: Exceed Expectation, EX: Exemplary.

27 12.34 Other Increases (OI). The University BOT may provide OIs up to one half percent  
 28 (0.5%) of the total salary rate of the bargaining-unit in the following circumstances:

- 29 • The University may provide OIs for verified written offers of outside employment.
- 30 • The University may provide OIs for special achievements and exceptional merit that is  
 31 recognized by an award from National or International Academic/Professional  
 32 Community or funding agencies. An award letter containing a description of the award  
 33 should be accompanied for the verification.
- 34 • No other OIs shall be provided unless negotiated with UFF and ratified by both parties.  
 35 This pool expires with this collective bargaining agreement. The University shall notify  
 36 UFF on OIs.

37 12.45 Promotion Increases. A bargaining-unit member who receives a promotion  
 38 utilizing the promotion procedures in this collective bargaining agreement shall receive  
 39 the base-salary increase shown below, effective on the same date as the promotion which  
 40 shall take effect August 15th following the academic year in which the successful review  
 41 takes 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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45 12.65 Legislatively Mandated Increases. Any additional legislatively mandated increases  
 46 shall be implemented following the corresponding law and does not conflict with this  
 47 agreement.

48 12.76 Anomaly Increases. Salary anomaly includes, but is not limited to the following:

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

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

- 66 (b) Salary Anomaly Committee: There shall be a standing committee referred to as the  
67 Salary Anomaly Committee (SAC), which shall be composed of an equal number  
68 of the UFF and the University representatives and a non-voting representative  
69 from the Department of Human Resources. The SAC shall develop and maintain  
70 its rules and procedures for determining the existence of an anomaly and/or  
71 whether a salary adjustment is warranted.
- 72 (c) Periodic Reviews: By annual review or other means of identification, the SAC  
73 shall analyze the salary of a bargaining-unit member to determine whether an  
74 anomaly exists. Such analysis shall consist of a review of the bargaining-unit  
75 member's salary history compared with his or her colleagues in the same or  
76 closely related discipline, including starting salary, length of service, merit awards,  
77 and any other salary adjustments.
- 78 (d) The SAC shall determine whether one or more salary adjustments are warranted.  
79 The SAC shall prepare and submit a report of any such determinations to the  
80 Provost and the UFF-Poly Chapter President.
- 81 (e) Effective Date: Any salary adjustment based on the SAC's determination shall  
82 become effective on August 15th following the academic year in which the annual  
83 review takes place.
- 84 12.~~87~~ Salary floors. The salary floors for all bargaining-unit members shall follow 90%  
85 of the mean salary (parity level) for comparable roles and comparable ranks in the most  
86 recent Oklahoma State University Salary survey, region 4, effective Aug 15, 2018.
- 87 12.~~89~~ Starting Salary. All bargaining-unit position will be hired at a starting salary  
88 commensurate with their experience. It is expected that those salaries will typically be  
89 within 20% of faculty within that unit at a similar rank. In exceptional cases, bargaining-  
90 unit positions may be hired at a salary above that range contingent on extraordinary  
91 experience and extramural funding.