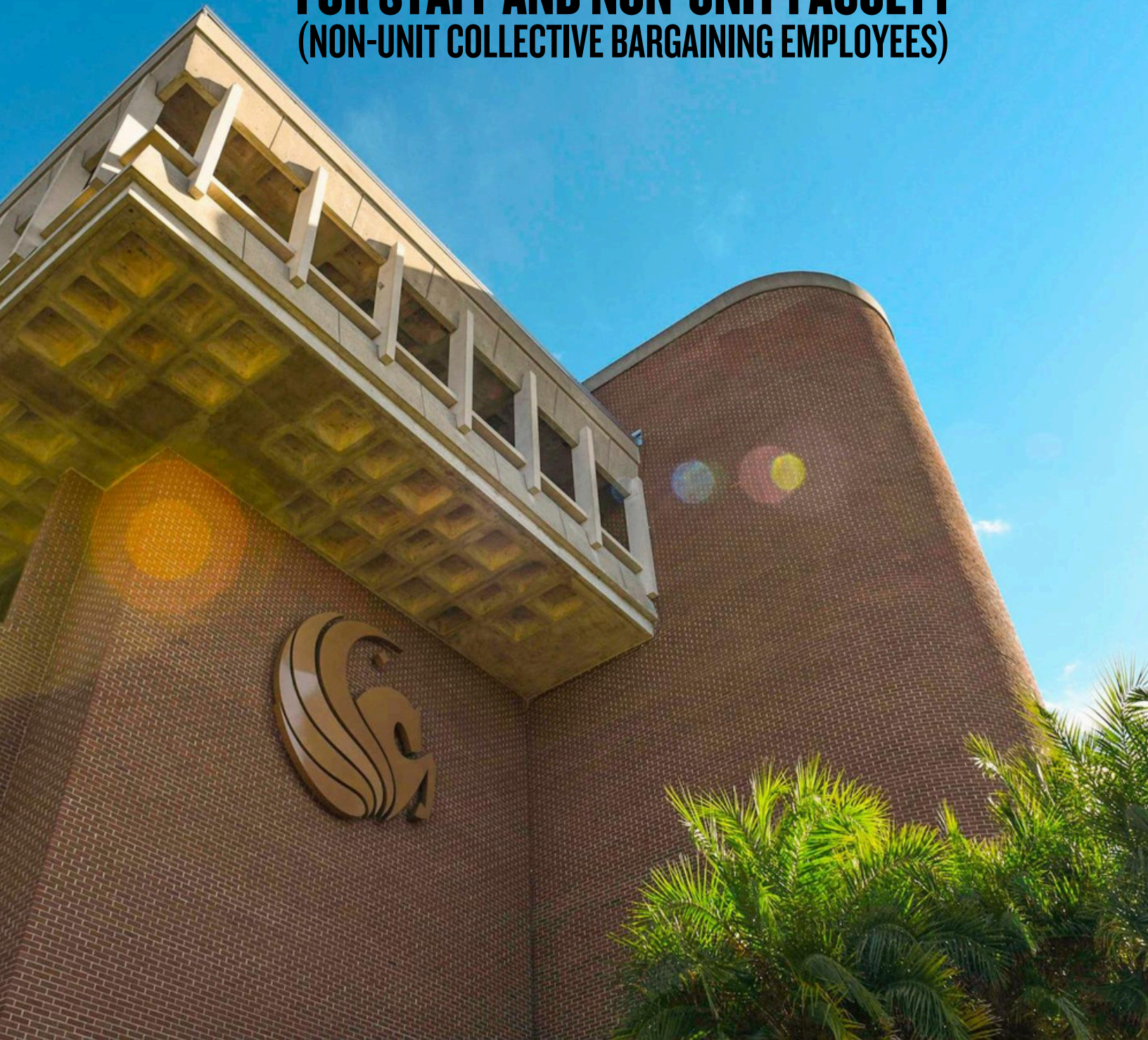




2024 UCF WAGE PROGRAM CRITERIA

**FOR STAFF AND NON-UNIT FACULTY
(NON-UNIT COLLECTIVE BARGAINING EMPLOYEES)**





2024 UCF WAGE PROGRAM CRITERIA FOR STAFF AND NON-UNIT FACULTY

(NON-UNIT COLLECTIVE BARGAINING EMPLOYEES)

UCF is pleased to announce a two-part 2024–2025 fiscal year wage program for staff and non-unit collective bargaining employees as outlined below. Employees who are in-unit (UFF, PBA, AFSCME) are subject to wages and increases negotiated by their union collective bargaining agreements. Information on these agreements will be shared separately after ratification.

PART 1: ONE-TIME PAYMENT (OTP)

The university shall provide a one-time payment (OTP) to each Education and General (E&G) funded position who meets the eligibility criteria. The payment is effective in the August 16, 2024, pay period and will be distributed on the **September 6, 2024**, pay date. Employees must meet **all** eligibility criteria below to receive the OTP.

OTP Eligibility Criteria

- Employees must:
 - have been hired on or before *December 31, 2023 (updated as of 10/15/2024)*,
 - remain employed in an out-of-unit position as of the eligibility cutoff date of July 5, 2024,
 - maintained continuous, non-OPS employment through the pay period in which the OTP will be paid, September 6, 2024.
- The 2023-2024 annual evaluation, if provided, must be Satisfactory or above. For otherwise eligible employees who did not receive an annual evaluation for 2023-2024, a rating of Satisfactory will be assigned for the purpose of this payment.
- Employees who received a Memorandum of Counsel notice or Performance Improvement Plan on or after January 1, 2024, are ineligible.
- Employees who have submitted a resignation on or before September 6, 2024, are ineligible.
- Positions otherwise eligible that are paid with Auxiliary Services and Contract and Grants (C&G) money can receive OTP payments **only** if the cost can be covered by the department’s respective Auxiliary Services or C&G funds.

The OTP payment for each eligible employee shall be determined using the following table. For employees whose position is less than 1.0 FTE, the payment shall be prorated based on the position FTE.

Salary (at 1.0 FTE) as of July 5, 2024	One-Time Payment Amount
Less than \$50,000	\$4,500
\$50,000 to \$99,999.99	\$4,000
\$100,000 to \$149,999.99	\$3,500
\$150,000 or more	\$3,000



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(NON-UNIT COLLECTIVE BARGAINING EMPLOYEES)

PART 2: MERIT INCREASE SALARY FOR 2024-2025

The university shall provide a three percent (3.0%) merit increase to each eligible E&G employee's salary effective for the October 11, 2024, pay period and to be distributed on the **November 1, 2024**, pay date. This increase will be calculated per UCF regulation using the employee's salary as of July 5, 2024. Employees must meet **all** eligibility criteria below to receive the merit increase.

Merit Increase Eligibility Criteria

- Employees must:
 - have been hired on or before **December 31, 2023 (updated as of 10/15/2024)**,
 - remain employed in an out-of-unit position as of the eligibility cutoff date of July 5, 2024,
 - maintained continuous, non-OPS employment through the pay period in which the merit increase will be paid, November 1, 2024.
- The 2023-2024 annual evaluation, if provided, must be Satisfactory or above. For otherwise eligible employees who did not receive an annual evaluation for 2023-2024, a rating of Satisfactory will be assigned for the purpose of this increase.
- Employees who received a Memorandum of Counsel notice or Performance Improvement Plan on or after January 1, 2024, are ineligible.
- Employees who have submitted a resignation on or before November 1, 2024, are ineligible.
- Positions otherwise eligible that are paid with Auxiliary Services and Contract and Grants (C&G) money can receive salary merit increases **only** if the cost can be covered by the department's respective Auxiliary Services or C&G funds.

