

2016-17 ACROSS THE BOARD SALARY INCREASE GUIDELINES FOR AFSCME IN-UNIT USPS EMPLOYEES

Assuming employees represented by AFSCME vote to ratify the 2016-17 full book collective bargaining agreement, and the Board of Trustees approves, a 1.5% across the board salary increase will be provided to all AFSCME In-Unit USPS employees who meet the eligibility criteria.

USPS employees may confirm their classification's unit status at:

http://hr.ucf.edu/files/AFSCME_Class.pdf

Effective date. The 1.5% across-the-board increase will be effective January 13, 2017 and based on January 13, 2017 salaries. The initial paycheck including the across-the-board increases will be received by eligible employees on February 3, 2017.

Eligibility. The 1.5% across-the-board increases for AFSCME in-unit employees are subject to the following eligibility criteria:

- Employee was hired on or before June 30, 2016 and has been continuously employed through the date of implementation, which is January 13, 2017.
- Employee has a current performance appraisal of at least "Effective." If a current performance appraisal is not on file with Human Resources, a performance rating of "Effective" will be assumed.
- Employee has not resigned, received a notice of non-reappointment, termination or an advanced notice of separation at the time of implementation. Employees on interim, visiting, or other time-limited appointments are eligible for the 1.5% across-the-board increase.
- Employees who have been provided notification of lay off from the university will be eligible for the 1.5% across-the-board increase provided they meet all other eligibility criteria.

Non-E&G AFSCME in-unit USPS Employees

Across-the-board increases for eligible AFSCME in-unit contract & grant (C&G), auxiliary, local and COM-FPP employees must be paid from the appropriate contract & grant, auxiliary, local or COM-FPP revenues. No E&G funds are provided in support of these payments.

Any questions, please feel free to email compensation at comp@ucf.edu or contact Sarah Lovel, Compensation Manager at ext. 3-4104.