

## **2016-17 IN-UNIT A&P & FACULTY ACROSS THE BOARD, EQUITY, AND MERIT SALARY INCREASES**

### 2016 Guidelines for In-Unit A&P and Faculty

Effective December 16, 2016, each in-unit A&P and in-unit Faculty employee who meets the eligibility criteria listed below will receive a 1.0% increase to their salary as of December 16, 2016. The 1.0% across-the-board salary increase for in-unit A&P and in-unit Faculty employees will be effective on December 16, 2016, and received in the paychecks on January 6, 2017.

A&P and Faculty may confirm their classification's unit status by reviewing their current employment agreement, or by referring to Appendix A in the Collective Bargaining Agreement at <http://www.collectivebargaining.ucf.edu/completcba.asp>.

Additionally, all eligible in-unit A&P and in-unit Faculty employees will receive a one-time payment of \$970 in their paycheck issued on January 6, 2017.

The following are eligibility and implementation guidelines for the 2016-17 across-the-board, equity, and merit salary increases for in-unit A&P and in-unit Faculty employees.

- 1) Effective date.** The across-the-board, equity, and merit salary increases will be effective December 16, 2016.
- 2) Eligibility.** The 2016-17 across-the-board, equity, and merit salary increases for in-unit A&P and in-unit Faculty employees are subject to the eligibility criteria provided by Article 23.4 of the current BOT-UFF Collective Bargaining Agreement as well as the following:

#### **In-Unit A&P and Faculty—All Budget Entities**

- a) Employee has not resigned or received a notice of termination at the time of implementation. Employees on interim, visiting, or other time-limited appointments are eligible for the increase(s) provided they meet all other eligibility criteria.
- b) Employees who have been provided notification of layoff from the university will be eligible for the increase(s) provided they meet all other eligibility criteria.
- c) Salary increases for eligible in-unit contract & grant (C&G), auxiliary, and local employees must be paid from the appropriate C&G, auxiliary, or local revenues, as allowed under the terms of the granting agency. No E&G funds are provided in support of these payments.
- d) Employees who move from non-unit to in-unit status after September 23, 2016 are not subject to these guidelines. Salary increases for eligible employees in such cases were determined in accordance with guidelines for out-of-unit employees.

Departments with questions concerning the salary increase program should contact their dean's office for further clarification. Administrative departments should direct their questions to the Compensation Team within Human Resources ([comp@ucf](mailto:comp@ucf)).