2017-18 PBA IN-UNIT EMPLOYEES
SALARY INCREASES

2017-18 Across The Board

The following are eligibility and implementation guidelines for the 2017-18 salary increases for PBA in-unit employees.

Effective Date. The university is providing funds for 2.5% across-the-board increases effective September 22, 2017. These funds will amount to 2.5% of the total September 22, 2017 salaries of eligible PBA in-unit employees. The initial paycheck including the across-the-board increases will be received by eligible employees on October 13, 2017.

Eligibility. The 2017-18 across-the-board increases are subject to the following eligibility criteria:

- Employees are eligible for the increases, unless they have a performance appraisal rating of “below performance standards” in effect on the date salary increases are implemented. If a current performance appraisal is not on file with Human Resources, a performance rating of “Effective” will be assumed.

- Employees are eligible for the increases if they were employed in a regular position on or before June 30, 2017, and continuously employed until the implementation of the increases.

- Employees who have received notice of termination of employment prior to the implementation of such salary increases, are ineligible.

In the event that an increase would cause the employee’s salary to go above the maximum pay for the range, the employee’s base salary shall be raised to the extent permitted without exceeding the maximum range. Any additional amount needed to total the applicable percentage will be paid to the employee as a one-time supplement that does not become part of his or her base salary.

Non-E&G Increases

Across-the-board salary increases for eligible contract and grant (C&G) and auxiliary employees must be paid from the appropriate contract, grant or auxiliary revenues. No E&G funds will be provided to support these increases. If funds are not available to pay the salary increases, efforts will be made to secure such funds. If funding is not secured, then such salary increases will not be implemented.

Contracted OPS and Hourly OPS Employees

Contracted OPS and hourly OPS employees are not eligible for this across-the-board salary increase.

The university will be communicating with departments regarding the implementation of the Across the Board increases for non-unit employees in separate communications.
2017-18 Market Adjustments

Effective Date. In addition to the Across the Board increases, the University is providing market adjustments effective September 22, 2017. The initial paycheck for the market adjustment will be received by PBA in-unit employees on October 13, 2017.

The market adjustments are as follows:

- Police Officer and Police Officer First Class, a 3.5% market adjustment
- Corporal, a 4.0% market adjustment
- Sergeant, a 4.5% market adjustment

Corresponding with the Market Adjustments, the following are new pay ranges for each of the respective ranks:

- Officer: $42,824 - $57,812
- Corporal: $48,404 - $63,474
- Sergeant: $54,570 - $75,649

In-unit PBA employees below the minimum starting pay range for their respective ranks will be brought to the minimum starting pay range.

2017-18 Shift Differential Adjustments

Effective Date. Effective September 22, 2017, shift differential pay will increase from $.50 an hour to $1.00 per hour PBA in-unit employees who currently work between the hours of 6:00 p.m. to 6:00 a.m. The initial paycheck for the shift differential adjustment will be received on October 13, 2017.

Please Note: All salary increases are based on salaries prior to any salary adjustments that are effective September 22, 2017. The increases do not compound on each other.

If you have any questions, please feel free to email compensation at comp@ucf.edu or contact Sarah Lovel, Assistant Director, Compensation at x3-4104.