

2018-19 NON-UNIT FACULTY, A&P, & USPS ACROSS-THE-BOARD SALARY INCREASES GUIDELINES

President Whittaker has authorized a 2% across-the-board salary increase for non-unit faculty, non-unit A&P, and non-unit USPS employees.

Effective date. The 2% across-the-board increase will be effective September 7, 2018 and based on the employees' salary as of September 7, 2018. The initial paycheck including the across-the-board increases will be received by eligible employees on September 28, 2018.

Eligibility. The 2% across-the-board increases for non-unit employees are subject to the following eligibility criteria:

Non-unit faculty, non-unit A&P, and non-unit USPS

- Employee was hired on or before June 30, 2018 and has been continuously employed through the date of implementation September 7, 2018.
- Employee has a current performance appraisal of at least "Satisfactory" or "Effective." For A&P and USPS, if a current performance appraisal is not on file with Human Resources, a performance rating of "Satisfactory" 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 2% across-the-board increase.
- Employees who have been provided notification of lay off from the university will be eligible for the 2% across-the-board increase provided they meet all other eligibility criteria.

Non-E&G for non-unit faculty, non-unit A&P, and non-unit USPS employees

Across-the-board increases for eligible non-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.

In-unit Faculty, A&P, and USPS Employees

For all in-unit A&P, Faculty and USPS employees, any salary increase must be collectively bargained. Any funds which may be required to compensate in-unit employees (those represented by AFSCME, PBA, or UFF) will be held centrally, awaiting the concurrence and ratification of the respective unions and the Board of Trustees.

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/proposals/2015-2018FB/2015-11-12AllTAdArticlesBOOK.pdf>.

USPS employees may confirm their classification's unit status at: [AFSCME Classifications](#) or [PBA Classifications](#).

Departments with questions concerning the salary increases should contact their dean's office for further clarification. Administrative Departments should direct their questions to the HR-Compensation Team (comp@ucf.edu) or contact Sarah Lovel, Assistant Director, Human Resources at ext. 3-4104.