

## **2015-16 NON-UNIT FACULTY, A&P, & USPS ACROSS-THE-BOARD SALARY INCREASES**

President Hitt has authorized a 2% Across-the-Board salary increase for Non-Unit Faculty and Non-Unit Staff (A&P and USPS).

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/CBA/2012-2015CBA\\_reopener.pdf](http://www.collectivebargaining.ucf.edu/CBA/2012-2015CBA_reopener.pdf)

USPS employees may confirm their classification's unit status at:  
[http://hr.ucf.edu/files/AFSCME\\_Class.pdf](http://hr.ucf.edu/files/AFSCME_Class.pdf) OR [http://hr.ucf.edu/files/PBA\\_Class.pdf](http://hr.ucf.edu/files/PBA_Class.pdf)

### **2015-16 Across-the-Board Salary Increase Guidelines**

**Effective date.** The 2% across-the-board increase will be effective January 15, 2016 based on salaries as of January 14, 2016. The initial paycheck including the across-the-board increases will be received by eligible employees on February 5, 2016.

**Eligibility.** The 2% across-the-board increases for Non-Unit employees are subject to the following eligibility criteria:

#### **Non-Unit Faculty and Non-Unit Staff (A&P and USPS) – All Budget Entities**

- Employee was hired on or prior to June 30, 2015 and has been continuously employed through the date of implementation, which is January 15, 2016.
- 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" or "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 2% across-the-board increase, provided they meet all other eligibility criteria.
- 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 non-unit faculty and non-unit staff (A&P and USPS)**

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.

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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 HR-Compensation Team ([comp@ucf.edu](mailto:comp@ucf.edu)).