

**ARTICLE 24
SALARIES**

24.1 Policy. The University and the UFF agree that salary is an important factor in the recruitment and retention of faculty members and an incentive for meritorious performance in research/scholarship/creative activity, teaching, and service.

24.2 Effective Date. All salary increases and adjustments referenced in this Article shall become effective retroactive to the beginning of the faculty member’s annual appointment, unless otherwise specified below.

24.3 Promotion Increases. Promotions made to the rank of Associate Professor, Clinical Associate Professor, Associate Curator, Senior Lecturer, Associate in _____, Associate Scholar, Associate Scientist, Associate Engineer, Associate University Librarian, Professor, Clinical Professor, Curator, Master Lecturer, Senior Associate in _____, Scholar, Scientist, Engineer, or University Librarian shall be in accordance with the provisions of Article 19. Promoted faculty shall receive a promotion salary increase of nine percent (9.0%) of their base salary.

24.4 General Salary Increases.

(a) The general salary increases for 2015-2016 are effective January 1, 2016.

(b) In each year of this agreement the University shall provide a raise pool allocated between merit and across- the-board as follows:

	Merit	Across-the-board
2013-2014	3.85%	0%
2014-2015:	3.5%	0%
2015-2016:	TBD 2.5%	TBD 0%

(c) Such increases, if any, are applied after a promotion increase.

(d) The parties agree to wage re-openers for 2015-2016 in accordance with the provisions of Article 33, at a time mutually agreeable to the parties.

(e) These increases are not applicable for P.K. Yonge; salaries for P.K. Yonge faculty are addressed in 24.7.

(f) With respect to the merit portion of any raises:

(1) In any year in which a merit raise is provided each department or equivalent unit shall be allocated a merit pool using the base salaries of all bargaining unit faculty members in the unit as of May 15. Chairs or equivalent supervisors who are in the bargaining unit are excluded from those eligible. The chairs (by college) shall form a separate

44 merit pool, and the dean shall make merit raise decisions for the chairs.

45 (2) Eligibility. To be eligible, the employee must have, at a minimum, a
46 satisfactory evaluation and been employed by the University for at least one semester. Visiting
47 faculty members or faculty members who have been issued a notice of non-renewal or layoff in
48 accordance with this Agreement or who have resigned for any reason are not eligible.

49 (3) Qualifying Criteria for Merit Increases. Merit increases must be
50 determined using existing criteria which have been established by the faculty, chair, and dean
51 of each unit, consistent with the terms and provisions of this Agreement.

52 a. Merit salary increases shall be distributed to faculty members
53 who qualify under the unit's criteria. In determining who receives a merit increase, the chair or
54 equivalent supervisor shall consult with the unit's committee responsible for merit pay
55 considerations.

56 b. The number of merit increases shall not be limited by any quota.

57 c. The chair and the merit pay committee shall attach the unit's
58 merit criteria and distribution system to the determined list of merit increases that are
59 forwarded to the dean.

60 d. The dean shall review the unit's merit increase decisions to ensure
61 that they are consistent with the unit's criteria for merit salary increases. The dean may send
62 the proposal back to the department for reconsideration, along with the noted concerns where
63 there appears to be an inconsistency between the criteria and the recommendations.

64 e. Notwithstanding other provisions of this agreement, department
65 merit procedures and tenure and promotion criteria shall be used for ~~2014-15~~ **2015-2016** merit
66 raises. In addition, notwithstanding other provisions of this agreement, all activities in
67 research, teaching, and service since ~~2011~~ **2012** shall be considered for the ~~2014-15~~ **2015-2016**
68 merit pay raises.

69
70 (g) One-time payment. Eligible faculty members whose salary on June 30, 2014 was
71 \$50,000 or less shall receive a one-time payment of \$500. This amount shall be pro-rated for
72 those whose FTE is less than 1.0. Eligible faculty members shall be defined as those who were
73 employed as of June 30, 2014, and are on payroll at the time the payments are awarded. PKY
74 faculty are included in the one-time payment program.

75
76 24.5 Administrative Discretionary Salary Adjustments. Subject to any qualifying provisions
77 specified below, the University may in appropriate circumstances adjust the salary of a
78 bargaining unit member for merit, market equity adjustments, verified counteroffers, salary
79 compression/inversion, increased duties and responsibilities, special achievements, and similar
80 special circumstances. These increases may occur at any time.

81 (a) The parties agree that the total funds for such salary adjustments shall be not
82 more than one percent (1.0) annually, based on the total base salary rate of members of the
83 bargaining unit as of August 30.

84
85 (b) Salary Increases for Increased Duties and Responsibilities. Faculty members in
86 the bargaining unit who are assigned administrative duties and responsibilities, such as

87 department chairs, center directors, program directors, heads of equivalent administrative
88 units, or department graduate or undergraduate coordinators, may receive a discretionary
89 salary increase or supplement for the length of their administrative appointment.

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91 (c) Report of Discretionary Salary Adjustments. On July 30 of each year the
92 University shall provide the UFF with an electronic copy of the total list of salary increases
93 under Section 24.5 that the University has implemented during the previous fiscal year ending
94 June 30. These lists shall provide the name, rank, and department of the faculty member, the
95 amount of the increase, and the reason for the increase.

96

97 24.6 Salary Increases Funded Through Contracts, Grants, or Auxiliary Budgets. The funds
98 available for salary increases to faculty members on contracts, grants, or auxiliary budgets, as a
99 percentage of their collective base salary rate, shall be equivalent to the funds available for
100 salary increases to faculty on Educational and General (E&G) funding, as a percentage of their
101 collective base salary rate, provided that such salary increases are permitted by the terms of
102 the contract or grant.

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104 24.7 Salary Increases for P. K. Yonge faculty members.

105 (a) Promotions made to the rank of University School Assistant Professor, University
106 School Associate Professor, or University School Professor, shall be in accordance with the
107 provisions of Article 19. Promoted faculty shall receive a promotion salary increase of nine
108 percent (9.0%) of the faculty member's previous year's base salary plus degree supplement.

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110 (b) Full-time faculty members who have received a satisfactory annual evaluation
111 and are not in layoff or non-renewal status shall be eligible for salary increases consistent with
112 state policies. In accordance with the provisions of Article 33, the University and UFF agree to
113 re-open negotiations each year of the contract for the purpose of determining appropriate
114 raises consistent with state regulations and policies. The current framework for a salary
115 schedule is found in Appendix E. The raise for ~~2014-15~~ **2015-2016** for PKY faculty is the same as
116 for other bargaining unit faculty (~~3.5%~~ **2.5%** of the PKY salary base). This figure includes the
117 annual and performance adjustments in Appendix E. The difference between the performance
118 adjustments and the ~~3.5%~~ **2.5%** shall be paid across the board.

119

120 (c) Salary Supplements. Faculty members shall receive salary supplements for
121 additional duties assigned by the director and as specified in Appendix "F", under the following
122 conditions:

123 (1) Salary supplements may be included for the purposes of calculating
124 retirement benefits but shall not to be included in the base salary rate upon which future salary
125 increases are calculated.

126 (2) If the faculty member resigns or is otherwise unable to complete
127 additional duties, the salary supplement will be prorated for the portion of additional duties
128 actually performed.

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130 24.8 Salary Increase Notification.

131 (a) Faculty members shall be notified prior to the submission to the payroll
132 department of any merit or market equity salary increases that will be implemented under this
133 Article. Upon request, a faculty member shall have the opportunity to consult with the person
134 or committee that makes the initial recommendation.

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136 (b) Faculty members shall receive written notice of any salary increase within four
137 (4) weeks of implementation, including a description of the reason for the raise.

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139 24.9 Notice to UFF.

140 (a) Not later than thirty (30) days after the first pay period in which the general
141 merit or across the board salary increases provided in this Article are reflected, the Office of
142 Human Resource Services shall provide the UFF with a salary report in Excel spreadsheet
143 format, listing all in-unit faculty members.

144
145 (b) This report shall include the following information for each faculty member:

- 146 (1) name;
147 (2) department and college;
148 (3) rank or position including the titles such as “visitor”;
149 (4) position code;
150 (5) percentage FTE appointment;
151 (6) date of hiring;
152 (7) date of most recent promotion;
153 (8) years in current rank;
154 (9) the faculty member’s base salary before this year’s salary increases;
155 (10) the amount the faculty member received from each salary increase
156 category, including any promotion increase or any other adjustments; and
157 (11) the new base salary rate after the salary increases described above.

158
159 (c) A copy of the annual salary increases referenced in this Article shall simultaneously be
160 sent to the Smathers West library and be available to all faculty.

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162 24.10 Type of Payment for Assigned Duties.

163 (a) Duties and responsibilities assigned by the University to a faculty member that
164 do not exceed the available established FTE for the position shall be compensated through the
165 payment of Salary, not OPS.

166
167 (b) Duties and responsibilities assigned by the University to a faculty member that
168 are in addition to the available established FTE for the position shall be compensated through
169 OPS, not Salary.

170
171 24.11 Grievability.

172 (a) Except for grievances alleging discrimination under the Nondiscrimination

173 article, the only issue to be addressed in a grievance alleging violations of this Article is whether
174 the University properly applied the procedures set forth in this Article. If an arbitrator finds
175 that the procedures have not been properly applied, the arbitrator shall identify the failure and
176 remand the matter to the University for proper application of the procedures and recalculation
177 of the salary increase or salary level.

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179 (b) If a faculty member seeks redress of an alleged violation of this Article by filing a
180 grievance under the provisions of Article 28, Grievance Procedure and Arbitration. The faculty
181 member must file a grievance within 60 days after the first paycheck that is allegedly
182 discriminatory.

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184 24.12 Other Faculty Award Programs. The University shall continue to provide one-time
185 awards, which do not increase the faculty member's base salary, under the same programs and
186 on the same basis as in the past.

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189 Pursuant to the January 28, 2016 Order of the University of Florida Board of Trustees and
190 Section 447.03(4)(e), Fla. Stat., Article 24 of the Collective Bargaining Agreement for 2013-2016 is
191 amended as set forth above.

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194 FOR THE UNIVERSITY OF FLORIDA

FOR THE UNITED FACULTY OF FLORIDA

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197 _____
198 W. Kent Fuchs
President, University of Florida

Susan Hegeman
President, UF Chapter of UFF