

ARTICLE 25
SALARIES

[All other article language is proposed "Status Quo."]

25.1 Faculty Pay Plan Legislative Increases or Non-Recurring Wage Increases. Eligible in-unit faculty members will receive any salary increases or non-recurring wage increases appropriated for that purpose by the Florida Legislature in accordance with the guidelines set by the Legislature.

25.2 One-Time, Non-Recurring Wage Action 20178-20189

- (a) Effective the second pay period after ratification, the university will provide a one-time, non-recurring wage-action to eligible in-unit employees.
- (b) The non-recurring wage action to in-unit faculty will be equal to five percent (5%) of the base salary of the employee, not to exceed a maximum of four thousand dollars (\$4,000) or fall below a minimum of one thousand five hundred dollars (\$1,500), subject to deductions for social security/Medicare and tax.
- (c) In order to be eligible for the 20178-20189 non-recurring wage action/bonus:
 - 1. Employees must have been employed on or before July 1, 20178 and continuously employed through the pay date of the wage action.
 - 2. Have achieved a good or above rating in their most recent Dean's overall evaluation and have not been issued a notice of non-reappointment, termination or separation prior to the effective date of this wage increase.
- (d) For the purposes of determining base salary, TIP awards will be included in the calculation, but administrative supplements will not be included in the calculation.

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25.3 Salary Increase for 201719-201820

- (a) Effective the first pay period after March 1, 201820, the university will provide a cost-of-living base wage increase based on the most recently completed calendar year average percent change Consumer Price Index (CPI-U avg. to avg.) amount.
- (b) In order to be eligible for the (avg. to avg.) 201719-201820 salary increase:
 - 1. Employees must have been in continuous pay status since July 1, 201719, and
 - 2. Have not been issued a notice of non-reappointment or termination or ~~tendered a resignation~~ prior to the effective date of this wage increase.
- (c) The cost-of-living adjustment increase will be reduced by the amount of any base salary increase provided by the Florida Legislature for the same year. If the state provides a percentage increase to the base wage that is higher than the applicable consumer price index amount, the employee shall receive the full amount of the increase provided by the state.
- (d) For the purpose of determining base salary, TIP awards will be included in the calculation, but administrative or temporary supplements will not be included in the calculation.
- (e) This wage increase shall not be greater than two percent (2%) or less than one percent (1%)

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Michael Zlatos
Chief Negotiator – UWF BOT

May 31, 2018
Date

Jeffery J. ...
Chief Negotiator – UFF UWF

May 31 '18
Date

of base salary.

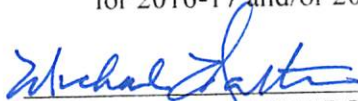
25.4 Salary Increase for 2018-2019

- (a) Effective the first pay period after March 1, 2019, the University will provide a cost-of-living base wage increase based on the most recently completed calendar year average percent change Consumer Price Index (CPI-U avg. to avg.) amount.
- (b) In order to be eligible for the (avg. to avg.) 2018-2019 salary increase:
 1. Employees must have been in continuous pay status since July 1, 2018, and
 2. Have not been issued a notice of non-reappointment or termination ~~or tendered a resignation~~ prior to the effective date of this wage increase.
- (c) The cost-of-living adjustment increase will be reduced by the amount of any base salary increase provided by the Florida Legislature for the same year. If the state provides a percentage increase to the base wage that is higher than the applicable consumer price index amount, the employee shall receive the full amount of the increase provided by the state.
- (d) For the purpose of determining base salary, TIP awards will be included in the calculation, but administrative or temporary supplements will not be included in the calculation.
- (e) This wage increase shall not be greater than two percent (2%) or less than one percent (1%) of base salary.

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25.5 One-Time Promotion Recapture Salary Adjustment.

- (a) The university will provide, effective August 8, 2017, a two percent (2%) salary increase in eligible in-unit Associate and Full Professors, Associate and University Librarians, Associate and Full Research Scholars/Scientist/Engineers, and Research Associates who previously received as Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer, or Research Associate promotion increase at UWF equal to or less than nine percent (9%).
- (b) The university will provide, effective August 8, 2018, a one percent (1%) salary increase to eligible in-unit Associate and Full Professors, Associate and University Librarians, Associate and Full Research Scholars/Scientists/Engineers, and Research Associates who previously received an Associate Professor, Associate University Librarian, Associate Research Scholars/Scientist/Engineer, or Research Associate promotion increase at UWF equal to or less than nine percent (9%).
- (c) In order to be eligible for the One-Time Promotion Recapture Salary Adjustment:
 1. Employees must have been in continuous pay status since July 1, 2016, and
 2. Have not been issued a notice of non-reappointment or termination or tendered a resignation prior to the effective date of this wage increase.
- (d) Employees who received a promotion increase to Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer, or Research Associate for 2016-17 and/or 2017-18 will not be eligible for the One-Time Promotion Salary


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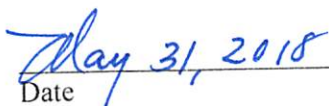
Adjustment.

(e) Eligible employees shall receive a maximum overall increase of 3% under this section.

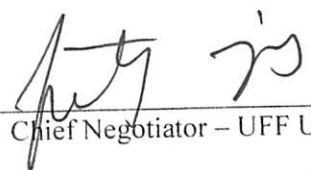
(f) For the purpose of determining base salary, TIP awards will be included in the calculation, but administrative or temporary supplements will not be included in the calculation.



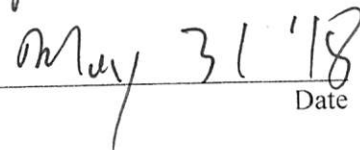
Chief Negotiator – UWF BOT



Date



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ARTICLE 25
SALARIES

25.2 One Time, Non-Recurring Wage Action ~~2017-2018-2019~~

(a) Effective ~~the second pay period after ratification~~ prior to June 30, 2018, the university will provide a one-time, non-recurring wage-action to eligible in-unit employees.

(b) The non-recurring wage action to in-unit faculty will be equal to five percent (5%) of the base salary of the employee as of June 1, 2018, not to exceed a maximum of four thousand dollars (\$4,000) or fall below a minimum of one thousand five hundred dollars (\$1,500), subject to deductions for social security/Medicare and tax.

(c) In order to be eligible for the ~~2017-2018-2019~~ non-recurring wage action/~~bonus~~: *J.F. mmm*

1. Employees must have been employed on or before ~~July 1, 2017~~ August 8, 2017 and continuously employed through the pay date of the wage action.

2. Have achieved a good or above rating in their most recent Dean's overall evaluation and have not been issued a notice of non-reappointment, termination or separation prior to the effective date of this wage ~~increase~~ action/~~bonus~~: *J.F. mmm*

(d) For the purpose of determining base salary, TIP awards will be included in the calculation, but administrative supplements will not be included in the calculation.


Jonathan Fink, UFF-UWF Chief Negotiator

May 31 '18
Date


Michael Mattimore, UWF Chief Negotiator

May 31, 2018
Date

ARTICLE 26
BENEFITS

26.1 Phased Retirement Program (PRP).

(a) Eligibility and Program Provisions

(1) Faculty who have accrued at least six (6) years of creditable service in the Florida or Teachers Retirement System (FRS or TRS) or Optional Retirement Program (ORP), except those faculty referenced in 26.6(b), are eligible to participate in the Phased Retirement Program. Such eligibility will expire on the faculty member's 63rd 65th birthday. Faculty members who decide to participate must provide written notice to the University of such decision prior to the expiration of their eligibility, or thereafter forfeit such eligibility. Faculty members who choose to participate must retire with an effective date not later than 180 days, nor less than 90 days, after they submit such written notice, except that when the end of the 180 day period falls within a semester, the period may be extended to no later than the beginning of the subsequent term (semester or Summer, as appropriate).

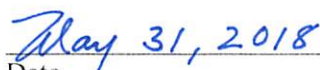
(2) All participants must retire and thereby relinquish all rights to tenure/permanent status as described in Article 16 (Tenure), except as stated otherwise in this Article. Participants' retirement benefits will be determined as provided under Florida Statutes and the rules of the Division of Retirement.

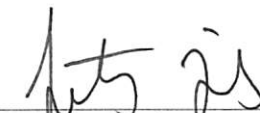
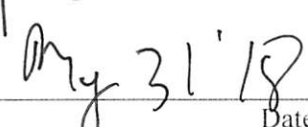
(3) Payment for Unused Leave. Participants will, upon retirement, receive payment for any unused annual leave and sick leave to which they are entitled.

(4) Re-employment.

a. ~~Re-employment for faculty participating in the Phased Retirement Program will be in accordance with the provisions of State law. Prior to re-employment, participants in the Phased Retirement Program must remain off the State payroll for one (1) calendar month following the effective date of retirement in order to validate their retirement, as required by the Florida Division of Retirement. Participants must comply with the re-employment limitations that apply to the second (2nd) through twelfth (12th) month of retirement, pursuant to the provisions of either the Florida Retirement System (which includes ORP) or the Teachers Retirement System, as appropriate.~~


Chief Negotiator – UWF BOT


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