

1 **ARTICLE 23**  
2 **SALARIES**

3  
4 **23.1 Promotion Increases.**

5 (a) Promotion salary increases shall be granted on August 8 following that promotion in  
6 an amount equal to 9.0% of the employee's salary as of August 7 in recognition of  
7 promotion to one of the following ranks: ~~Associate Professor~~, Associate Instructor,  
8 Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in \_\_\_\_\_, Associate  
9 Instructional Designer, and Associate University Librarian.

10 (b) Promotion salary increases shall be granted on August 8 following that promotion in  
11 an amount equal to 10.0% of the employee's salary as of August 7 in recognition of  
12 promotion to one of the following ranks: ~~Professor~~, Senior Instructor, Senior Lecturer,  
13 Scholar/Scientist/Engineer, University Librarian, and Senior Instructional Designer.

14 ~~(c) Promotion salary increases shall be granted on August 8 following that promotion in  
15 an amount equal to 11.0% of the employee's salary as of August 7 in recognition of  
16 promotion to Associate Professor.~~

17 ~~(d) Promotion salary increases shall be granted on August 8 following that promotion in  
18 an amount equal to 12.0% of the employee's salary as of August 7 in recognition of  
19 promotion to Professor.~~

20  
21 **23.2 Legislatively Mandated Increases.** Any legislatively mandated increases shall be  
22 implemented as soon as practicable.

23  
24 **23.3 One-Time Payment and Other Salary Increases.**

25 ~~(a) There was no salary increase or one-time payment for 2023-2024.~~

26 ~~(b)~~ **(a)** One-time payment for ~~2024-2025~~2022-2023. Effective ~~October 11, 2024~~February  
27 ~~17, 2023~~ (distributed on pay date ~~November 1, 2024~~March 10, 2023), the university shall  
28 provide a one-time payment ~~of \$3,000.00~~ to each **Education and General (E&G)** employee  
29 who was in a continual, non-OPS employment relationship with the university on May 6,  
30 ~~2024~~7, 2022; whose ~~2023-2024~~2021-2022 annual evaluation, if provided, was Satisfactory  
31 or above; and who remains employed by the university in an in-unit position at the date of  
32 implementation. Those ~~otherwise eligible employees employed on or after May 8, 2021,~~  
33 who did not receive an annual evaluation for ~~2023-2024~~2021-2022 will be assigned a  
34 Satisfactory rating for the purpose of this payment. If an employee's position is less than 1.0  
35 FTE, the payment shall be prorated.

36 For each eligible employee, the one-time payment amount shall be determined using  
37 the following table:

38

Salary (at 1.0 FTE) as of May 6, 2024	One-time Payment
Less than \$50,000	\$4,500
\$50,000 to \$99,999.99	\$4,000
\$100,000 to \$149,999.99	\$3,500
\$150,000 or more	\$3,000

39  
40 ~~(c)~~ **(b)** ~~Merit~~~~Across the Board~~ Salary Increases for 2024-2025. Effective ~~October 11,~~  
41 ~~2024~~February 17, 2023 (distributed on pay date ~~November 1, 2024~~March 10, 2023), each

**Commented [CR1]:** UCF wishes to recognize career milestones and sustained accomplishment of tenured/tenure-earning faculty. Raise %'s were proposed by UFF.

**Commented [CR2]:** Implementation on this date requires prompt resolution on A23 and remaining articles not yet TA'd.

**Commented [CP3R2]:** To meet this timeline, a TA on all Articles would likely be required by ~Sept 6.

**Commented [CR4]:** Largest OTP amounts are proposed for employees with most modest salaries.

**Commented [CR5]:** See earlier note.

42 eligible Education and General (E&G) employee shall receive a ~~3.04-0%~~ increase to the  
 43 employee's salary. This increase will be calculated using the employee's total salary as of  
 44 ~~May 6, 2024~~February 16, 2023. An employee shall be eligible if the employee's 2023-  
 45 ~~2024~~most recent annual evaluation, if provided, was Satisfactory or above; the employee  
 46 was in a continual, non-OPS employment relationship with the University on May ~~6, 2024~~,  
 47 ~~2022~~; and the employee remains in a continual in-unit employment relationship at the date  
 48 of implementation. Employees employed in ~~2023-2024~~2024-2022 who meet the  
 49 qualifications above and who were not evaluated shall be assigned a Satisfactory rating for  
 50 the purpose of this increase and shall be eligible for the increase.

~~(c) Merit Salary Increases. Effective March 17, 2023 (distributed on pay date April 7, 2023), the University shall provide merit salary increases to each department/unit equal to 2.0% of the total salary of E&G employees in the department/unit as of February 16, 2023. All E&G employees who are not members of a department/unit shall be grouped together and treated as a department/unit for the purpose of calculating and providing merit salary increases. Merit salary increases shall be provided to eligible E&G employees in each department/unit who were in a continual, non-OPS employment relationship with the University on May 7, 2022; who remain in a continual in-unit employment relationship at the date of implementation; and meet the following criteria and procedures.~~

~~—(1) Eligibility. For the 2022-2023 academic year, an employee is eligible under this section if they received an overall Above Satisfactory or Outstanding on their most recent annual evaluation and are still employed in unit at the University on the date of implementation.~~

~~—(2) Distribution. The merit salary increases for eligible employees shall be calculated as a percentage of their salary as of February 16, 2023. Such increases shall be distributed proportionately to those eligible employees whose most recent annual evaluations are Above Satisfactory or Outstanding in a ratio of 1.0 for Above Satisfactory and 1.5 for Outstanding.~~

70 **23.4 Salary Increases for Employees Funded by Contracts and Grants or**  
 71 **Auxiliary Accounts.**

72 (a) Employees on contracts or grants shall receive salary increases equivalent to similar  
 73 employees on Education and General (E&G) funding, provided that such salary increases  
 74 are permitted by the terms of the contract or grant and adequate funds are available for this  
 75 purpose in the contract or grant. In the event such salary increases are not permitted by the  
 76 terms of the contract or grant, or in the event adequate funds are not provided, the  
 77 University's representative shall seek to have the contract or grant modified to permit or  
 78 fund such increases.

79 (b) Nothing contained herein shall prevent employees whose salaries are funded by  
 80 grant agencies from being allotted raises higher than those provided in this Agreement if  
 81 such increases are provided by the granting agency.

82 (c) Employees funded by auxiliary accounts shall receive salary increases equivalent to  
 83 similar employees on E&G funding, provided that adequate funds are available in the  
 84 appropriate auxiliary account.

86 **23.5 Comprehensive Post Tenure Review Completion: Supplemental Payment**

87 (a) 2023-2024 Academic Year Completion. Effective November 22, 2024 (distributed on  
 88 pay date December 13, 2024), all tenured employees who were subject to comprehensive  
 89 post tenure review during the 2023-2024 academic year, who remain employed by the

**Commented [CR6]:** Proposing OTPs to tenured employees whose PTR outcome is "exceeds expectations" (\$5,500) or "meets expectations" (\$2,500). UCF wishes to recognize sustained accomplishment by tenured faculty.

90 university in a tenured position on the date of implementation, and whose 2023-2024  
 91 comprehensive post tenure review performance rating was "exceeds expectations" shall  
 92 receive a one-time payment of \$5,500. Also, effective November 22, 2024 (distributed on  
 93 pay date December 13, 2024), all tenured employees who were subject to comprehensive  
 94 post tenure review during the 2023-2024 academic year, who remain employed by the  
 95 university in a tenured position on the date of implementation, and whose 2023-2024  
 96 comprehensive post tenure review performance rating was "meets expectations" shall  
 97 receive a one-time payment of \$2,500.

98 (b) 2024-2025 Academic Year or Subsequent Completion. Effective three weeks before  
 99 the first pay date in May and distributed on the first pay date in May, all tenured employees  
 100 who were subject to comprehensive post tenure review during that academic year, who  
 101 remain employed by the university in a tenured position on the date of implementation, and  
 102 whose comprehensive post tenure review performance rating was "exceeds expectations"  
 103 shall receive a one-time payment of \$5,500 on the first pay date in May. Also, effective  
 104 three weeks before the first pay date in May and distributed on the first pay date in May, all  
 105 tenured employees who were subject to comprehensive post tenure review during that  
 106 academic year, who remain employed by the university in a tenured position on the date of  
 107 implementation, and whose comprehensive post tenure review performance rating was  
 108 "meets expectations" shall receive a one-time payment of \$2,500 on the first pay date in  
 109 May. For the 2024-2025 academic year, the effective date of these one-time payments shall  
 110 be April 11, 2025, and the date of distribution of these one-time payments shall be May 2,  
 111 2025.

112  
 113  
 114 **23.65 Annual Incentive Award Programs.** Incentive Award Programs recognize and  
 115 promote employee excellence and productivity that respond to and support the mission of  
 116 the University of Central Florida, including its strategic initiatives and five key goals. The  
 117 provost or his or her designee shall give final approval for awards to successful faculty.

118 Each academic year, the University shall make available to eligible employees ~~55445~~  
 119 Incentive Awards. The awards shall be distributed to awardees in the next award cycle after  
 120 ratification of this document as set forth below. Regardless of contract length (9 months  
 121 through 12 months), award recipients shall receive a one-time award of \$5,000 as soon as  
 122 practicable and a \$5,000 increase to their salary effective at the beginning of the  
 123 succeeding academic year. Employees on visiting and other temporary appointments are  
 124 not eligible for incentive awards. Employees on non-E&G funding will be eligible for the  
 125 increase depending on availability of funds. All full-time, non-tenured employees in the  
 126 appropriate discipline with at least four academic years of continuous, non-OPS service at  
 127 UCF immediately prior to the current academic year are eligible.

128 (a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program ("UCF-  
 129 TIP") rewards teaching productivity and excellence. Each academic year the University shall  
 130 make available up to ~~thirtyfifty five~~ UCF-TIP awards to eligible employees. The UCF-TIP  
 131 award recognizes employee contributions to UCF's key goals of offering the best  
 132 undergraduate education available in Florida and achieving international prominence in key  
 133 programs of graduate study. Employees applying for TIPs must meet current eligibility  
 134 ~~productivity~~ criteria.

135 (b) UCF-Research Incentive Award Program. The UCF-Research Incentive Award  
 136 ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity that  
 137 advances the body of knowledge in a particular field, including interdisciplinary research

**Commented [CR7]:** Tenured employees may receive recognition for highly successful outcomes on their comprehensive post tenure review. Incentive awards should recognize the work of non-tenure-earning employees.

**Commented [CR8]:** Maintains awards even if SCH information is not readily available to FE.

138 and collaborations, as well as using evidence-based methods to research effective teaching  
 139 and student learning in higher education (i.e., at the university level). Each academic year  
 140 the University shall make available up to ~~twenty-five~~fifty-five UCF-RIA awards to eligible  
 141 employees. The UCF-RIA award recognizes employee contributions to UCF's key goal of  
 142 achieving international prominence in research and creative activities.

~~(c) Scholarship of Teaching and Learning Awards (SoTLs). SoTLs recognize discovery,  
 144 reflection, and using evidence-based methods to research effective teaching and student  
 145 learning in higher education (i.e., at the university level). SoTL goes beyond teaching based  
 146 on evidence for specific teaching and learning practices. While the implementation of SoTL  
 147 outcomes may result in teaching excellence and increased teaching effectiveness, this  
 148 award recognizes scholarly efforts beyond teaching excellence. The University shall make  
 149 available up to five SoTL awards.~~

~~(c)~~ Applications for Incentive Awards. Applications shall be completed online. These  
 151 awards shall be made according to the criteria or procedures listed on the Faculty  
 152 Excellence website. Eligible employees may apply for both TIP and RIA awards in the same  
 153 academic year; however, they may only receive one Incentive Award in an academic year.  
 154 In the event that an employee is selected for both TIP and RIA awards in the same  
 155 academic year, the process for finalizing awards selections is provided in 23.6 (e) (1) j.

(e) Incentive Award Selection.

(1) TIPs/RIAs. College or unit committees for the TIP and RIA award programs shall  
 158 be elected by and from the unit employees. The committees shall equitably represent the  
 159 departments or units within them. Employees who plan to apply in the current cycle for a  
 160 particular award shall not be eligible to serve on the committee. A committee chairperson  
 161 for each incentive award program shall be elected by and from the college/unit committee.  
 162 The chairperson shall charge the committee that members shall only consider the merits of  
 163 the application. No additional outside information or discussion of position, e.g., instructor  
 164 vs. tenure track employee, past awards, current salary, etc., may be considered, nor may  
 165 additional criteria be used. The committee shall review the award applications and shall  
 166 submit a ranked list of recommended employees to the dean or dean's representative. In  
 167 ranking the applicants, committee members shall only consider the merits of the application.  
 168 All information available to the committee and all deliberations of the committee, except for  
 169 the ranked list of recommended employees, are to be held in strict confidence.

a. Each committee member shall review all applications and transmit a  
 171 preliminary ranking to the committee chair. Committee members may rank as many  
 172 applicants as they deem merit the award, with the highest rank given to the top candidate  
 173 (i.e., the highest rank equals the number of applicants, N), the next highest rank being N-1,  
 174 and so on. Applications that are not deemed acceptable for an award by a committee  
 175 member shall be left unranked in that committee member's rankings.

b. In larger colleges or units, subcommittees may be formed from the committee  
 177 at-large in the interest of efficient evaluation of the incentive award applications. Each  
 178 subcommittee must include at least three members, and every member of the committee at-  
 179 large must serve on a subcommittee. The applications to be reviewed shall be equitably  
 180 partitioned among the subcommittees. The subcommittees shall follow the ranking  
 181 procedure outlined in (a) above to determine which applications they recommend to the  
 182 committee at-large. Then the committee at-large shall be convened to review the  
 183 applications recommended by the subcommittees.

c. The committee chair shall convene the committee (at-large) and review their  
 185 initial rankings. Discussion shall be limited to information contained in the application and  
 186 may focus on applicants with few or dispersed rankings.

Commented [CR9]: SoTLs are consolidated with RIAs.  
Next subsection is stricken.

Commented [CR10]: For added clarity.

187 d. Following this discussion, the committee shall use a secret ballot to rank  
188 candidates' applications using the procedure outlined in (a) above.

189 e. A majority of voting committee members present must rank an application for  
190 that employee to be eligible for an incentive award.

191 f. The application with the highest mean rank (i.e., the sum of the applicant's  
192 rankings divided by the number of committee members present) shall have the highest  
193 priority for an incentive award, the application with the next highest mean rank the next  
194 highest priority, and so on, until all applications who received rankings by a majority of  
195 committee members present are ranked in order.

196 g. In the case of T eligible applications with tied mean rank remaining for the  
197 final T-1 or fewer available award(s), the procedure outlined in (a) above, with T being the  
198 highest possible rank, shall be used to break the ties. The ranking process outlined in (a)  
199 above shall be used as many times in succession as necessary until all such ties are  
200 resolved and a final ranked list is complete.

201 h. The committee chair shall transmit this ranked list to the dean or dean's  
202 representative, or unit head who reviews and approves the awards. If the selection  
203 committee recommends awards fewer than the number of awards available or if the dean or  
204 unit head does not approve an award from the list submitted by the selection committee,  
205 then the award(s) shall be retained in the same college or unit for one additional cycle  
206 before it is returned to the overall pool for apportionment.

207 i. For purposes of TIP/RIA selection as stated above, "college" shall also  
208 include the group of employees whose primary assignment is in the College of  
209 Undergraduate Studies, the College of Graduate Studies, an institute, or center. One Two  
210 TIPs and onetwo RIAs shall be available to the employees grouped together as described  
211 here. The college committee shall consist of a member from each of the units represented.

212 i. If an employee is selected to receive both TIP and RIA awards in the same  
213 academic year, that employee, say, Employee A, shall be asked to choose to receive either  
214 the TIP or RIA award and may be eligible to apply for and receive the other Incentive Award  
215 in the next academic year. Employee A's dean shall use the committee rankings to  
216 determine which employee should receive the TIP or RIA award that was not chosen by  
217 Employee A.

218  
219 **23.76 Trustee Chair Professor, Pegasus Professor, and Excellence Awards.**

220 The University shall implement the merit-based bonuses set forth below to recognize and  
221 promote employee excellence and productivity that respond to and support the mission of  
222 the University of Central Florida.

223 (a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year  
224 appointment awarded to employees with an extraordinary record of accomplishment in the  
225 three primary areas of academic endeavor: teaching, research, and service. The objective  
226 of this appointment is to recognize and celebrate outstanding performance with a title and  
227 resources commensurate with accomplishment.

228 (1) Award recipients shall receive an annual budget of \$50,000 funded by the  
229 University. Up to \$25,000 can be used as a salary supplement. These chairs have a five-  
230 year appointment.

231 (2) Each academic year, the University may award Trustee Chair Professorships.

232 (3) The eligibility criteria for an applicant is holding the rank of tenured professor; the  
233 applicant must be recognized as a "foremost scholar" in his or her chosen area of expertise,  
234 meaning known as a preeminent scholar in his or her discipline; and have a positive impact

**Commented [CR11]:** The work of the committee is to rank applications rather than the applicants who submit them.

**Commented [CR12]:** For clarity.

**Commented [CR13]:** What if an employee applies for and is selected for both a TIP and RIA in the same academic year? This process can resolve the awards selections in a timely way.

**Commented [CR14]:** More complete and accurate section heading.

235 to other scholars at UCF. Applications will be reviewed by a committee consisting of one  
236 Trustee Chair, one Pegasus Professor, the Chair of the Faculty Senate, and the Vice  
237 Provost for Faculty Excellence. An employee who holds the rank of full professor shall be  
238 appointed by the UCF-UFF Chapter President to serve as an ex officio member of the  
239 committee and shall not have a voting role except in the case of breaking any tie votes. The  
240 President and Provost or designee will make the final appointment.

241 (b) Pegasus Professor. The Pegasus Professor award recognizes excellence in the  
242 three primary areas of academic endeavor: teaching, research and service.

243 (1) Award recipients shall receive a one-time payment of \$5,000 as well as a  
244 Pegasus statue.

245 (2) Each academic year, the University may award Pegasus Professor awards.

246 (3) The eligibility criteria is having completed five academic years at the rank of  
247 tenured professor at UCF; having achieved excellence in teaching, research and/or creative  
248 activity; and demonstrable service and scope of national and international impact. The  
249 awards are ultimately determined by the President or designee.

250 (c) Excellence Awards. All full-time employees in the appropriate discipline with at least  
251 three academic years of continuous non-visiting, non-OPS service at UCF immediately prior  
252 to the current academic year are eligible, except for employees who have received a  
253 college or university excellence award in the past three academic years in the category for  
254 which they are applying. For some Excellence awards, additional eligibility criteria are  
255 specified below. Award recipients shall receive a one-time payment of \$2,000. Each  
256 academic year, the University shall award Excellence in Undergraduate Teaching awards,  
257 one University Award for Excellence in Undergraduate Teaching, Excellence in Graduate  
258 Teaching awards, one University Award for Excellence in Graduate Teaching, one  
259 University Award for Excellence in Faculty Academic Advising, Excellence in Research  
260 awards, one University Distinguished Research award, one University Award for Excellence  
261 in Professional Service, one Excellence in Librarianship award, and one Excellence in  
262 Instructional Design award.

263 (1) Excellence in Undergraduate Teaching awards.

264 a. Eligibility. Employees must be assigned to teach at least two undergraduate  
265 courses in the current academic year and to have taught at least six undergraduate courses  
266 over the preceding three academic years.

267 b. The criteria for evaluating applicants' files shall include three major  
268 categories:

- 269 1. Innovations to improve undergraduate teaching;
- 270 2. Undergraduate teaching accomplishments/honors;
- 271 3. Evidence of impact on undergraduate teaching.

272 (2) Excellence in Graduate Teaching Awards.

273 a. Eligibility. Employees must have contributed significantly to graduate  
274 education, including substantial teaching of graduate courses (including thesis and  
275 dissertation courses) over the current academic year and the three preceding academic  
276 years.

277 b. The criteria for evaluating applicants' files shall include three major  
278 categories:

- 279 1. Innovations to improve graduate teaching;
- 280 2. Graduate Teaching Accomplishments/honors;
- 281 3. Evidence of impact on graduate teaching.

282 (3) Excellence in Research Awards



283 a. Eligibility. Employees must have an assignment of at least 0.10 FTE in  
 284 research over each of the three immediately preceding academic years and the current  
 285 academic year at UCF.

286 b. The criteria for evaluating applicants' files shall include three major  
 287 categories.

- 288 1. Cumulative value and impact of research efforts at UCF within the  
 289 discipline and to society;
- 290 2. Recognition of research impact by the individual's peers in the same or in  
 291 related disciplines;
- 292 3. Publication/dissemination and presentation of research results.

293 (4) Excellence in Faculty Academic Advising.

294 a. Eligibility. All employees who currently advise and who have advised  
 295 undergraduate students over the preceding three academic years are eligible.

296 b. The criteria for evaluating applicants' files shall include three major categories:

- 297 1. Evidence of extra effort to improve advising;
- 298 2. Evidence that students have been sensitively and appropriately informed  
 299 and guided concerning career choices and academic opportunities;
- 300 3. Evidence that the nominee serves as a role model in the pursuit of  
 301 learning.

302 (5) University Awards for Excellence in Professional Service.

303 a. Eligibility. Employees who are assigned an FTE of at least 0.05 for  
 304 professional service duties over the current academic year and for each of the three  
 305 preceding academic years are eligible.

306 b. The criteria for evaluating applicants' files shall include three major  
 307 categories:

- 308 1. Evidence of effectiveness in service to the university by highlighting  
 309 leadership contributions;
- 310 2. Evidence of significant accomplishment in professional organizations in  
 311 the nominee's discipline;
- 312 3. Evidence of recognition for outreach activities, service, and leadership  
 313 contributions to community organizations.

314 (6) Excellence in Librarianship.

315 a. Eligibility. Employees who have served at UCF as a librarian on a permanent  
 316 line for the current academic year and at least the three academic years immediately  
 317 preceding the current academic year are eligible.

318 b. The criteria for evaluating applicant's files shall include two major categories:

- 319 1. Evidence of extra effort to improve library services and collections;
- 320 2. Evidence of a sustained period of excellence in the library profession.

321 (7) Excellence in Instructional Design.

322 a. Eligibility. Must be an instructional designer on a non-visiting, non-OPS 12-  
 323 month contract at the time of nomination and over the three preceding academic years.

324 b. The criteria for evaluating applicant's files shall include two major categories:

- 325 1. Innovative contributions to UCF and/or the ID field;
- 326 2. Evidence of outstanding effort to promote quality of online instruction and  
 327 improve relationships with faculty members at UCF.

328 (8) Recommendations for these awards are made by various committees and are  
 329 ultimately determined by ~~the Provost~~President or designee.

330

**Commented [CR15]:** Final approval for incentive awards rests with the Provost/designee.

331 **23.87 Administrative Discretion Increases.** From the date of ratification of this  
 332 document, ~~through August 31, 2027~~2024, the University may provide Administrative  
 333 Discretion Increases ~~up to one and one-half percent (1.5%) of the total salary rate of~~  
 334 ~~employees who were in an employment relationship with the University on May 67,~~  
 335 ~~2024~~2024. Any Administrative Discretion Increase provided to contract and grant (C&G) or  
 336 auxiliary-funded employees, any court-ordered or court-approved salary increase, any  
 337 prevailing wage adjustment for the purpose of qualifying for immigration status, ~~verified~~  
 338 ~~written offers of outside employment,~~ or any salary increase to settle a legitimate, broad-  
 339 based employment dispute shall not be subject to the terms and limitations of this Section.  
 340 (a) The University may provide Administrative Discretion Increases for ~~verified-written~~  
 341 ~~offers of outside employment,~~ special achievements, merit, compression and inversion,  
 342 equity and market equity considerations, and similar special situations to employees in the  
 343 bargaining unit.  
 344 (b) ~~Administrative Discretionary Increases for verified-written offers of outside~~  
 345 ~~employment shall not be subject to the one and one-half percent (1.5%) salary rate~~  
 346 ~~limitation.~~  
 347 (c) UFF Notification. Within 45 days of the effective date of any such increase, the  
 348 University shall provide to the UFF a written notification of the increase which states the  
 349 name of the employee, the rank and discipline of the employee, the amount of the increase,  
 350 and the reason for the increase.  
 351 (d) ~~The University's ability to provide Administrative Discretion Increases shall expire~~  
 352 ~~August 31, 2027~~2024, and shall not become part of the status quo.

**Commented [CR16]:** UFF has expressed concern about employees leaving UCF for other institutions. It seems UFF and UCF agree that ADIs are important for retaining employees.

**Commented [CR17]:** Added clarity about distinction between counteroffers and ADIs.

354 **23.98 Report to Employees.** All employees may access their salary information at any  
 355 time through the UCF portal.

357 **23.109 Type of Payment for Assigned Duties.**

358 (a) Duties and responsibilities assigned by the University to an employee that do not  
 359 exceed the available established FTE for the position shall be compensated through the  
 360 payment of salary, not Other Personal Services (OPS) wages.

361 (b) Duties and responsibilities assigned by the University to an employee that are in  
 362 addition to the available established FTE for the position shall be compensated through  
 363 OPS wages, not salary.

365 **23.1140 Twelve-Month Payment Option.** The parties agree that a twelve-month  
 366 payment option for 9-month employees shall be offered each year during an annual open  
 367 enrollment period from April 1 to June 30. If chosen by the employee, this payment option  
 368 shall become effective for one academic year starting with the first full pay period beginning  
 369 after August 8. The plan shall allow for employees to select a fixed savings amount to be  
 370 deducted from each of the nineteen full bi-weekly paychecks received during the Fall and  
 371 Spring semesters with a change in that amount to account for those paychecks from which  
 372 double premiums are deducted. The total savings shall be returned to the employee in  
 373 equal amounts for the five full bi-weekly paychecks received during the Summer. The  
 374 University shall provide an online calculator to assist the employee in determining a savings  
 375 amount and fixed reduction amount that will allow the employee's net paychecks to remain  
 376 approximately constant. Pay received for supplemental summer assignments shall be  
 377 unaffected by this plan. This pay plan is subject to tax limitations.



§79 **23.1244 Administrative Salary Stipends.** A temporary salary increase that is provided  
380 to an employee as compensation for performing a specific, titled administrative function  
381 shall be permitted under this agreement as an Administrative Salary Stipend. Within 45  
382 days of the effective date of any Administrative Salary Stipend, the University shall provide  
383 UFF a written notification of the stipend which states the name of the employee, the rank  
384 and discipline of the employee, the amount of the stipend, and the reason for the stipend. If  
385 all or part of the stipend is later added to the employee's salary, the amount so converted  
386 shall be treated as an Administrative Discretion Increase during the year in which the  
387 conversion takes place and shall be subject to limitations of that section.  
388

§89 **23.1342 Salary Rate Calculation and Payment.** The biweekly salary rate of employees  
390 serving on twelve-month appointments shall be calculated by dividing the salary rate by  
391 26.1 pay periods.  
392

393 **23.14 Compensation.** UCF will comply with all applicable Federal and State labor and  
394 employment laws.