



employees who perform work that consistently meets or exceeds expectations for their positions as reflected in their annual performance evaluations. The University will provide a 2.5% increase to the base wage of each eligible employee if they meet the following criteria:

**F. Additional Adjustments**

1. The University shall retain the authority to make wage adjustments for employees for market competitiveness, compression/inversion or other reasons. If the University makes wage adjustments under this subsection, it will provide AFSCME notice by providing AFSCME's local President a list that identifies the employee(s), position(s)/title(s) and wage adjustment(s). The list will be provided by Central Human Resources to AFSCME within 30 days of the effective date of such adjustment.
2. The