

# University of South Florida System

## 2020 PBA Wage Increase

### Eligibility Guidelines

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The USF System will be providing a wage increase effective June 12, 2020 (to be included in the paycheck dated July 2, 2020) to all eligible employees covered by the PBA collective bargaining agreement.

#### Wage Increase Amount

The increase will be applied to base salary, minus any stipends or additives.

The University will provide a one and one-half percent (1.5%) increase to bargaining unit employees who, on June 2, 2020, meet all of the following criteria:

- A. They do not have an overall rating of "Needs Improvement" or "Unsatisfactory" on their last evaluation of record;
- B. They have been employed by the University in an established position since on or before July 1, 2019, and continuously employed in an established position; and
- C. They do not have an open Performance Improvement Plan.

#### Non-Eligible Employee Groups

- All Faculty and Administration employees,
- Staff in positions not covered by the PBA collective bargaining agreement,
- Temporary/OPS employees

#### Funding of Wage Increase

The increases for eligible employees funded by non-E&G sources (e.g., contracts and grants or auxiliary) are expected to be funded from those sources, provided that such funds are allowable and available in the funding source.

Funding for these increases is to be provided by each vice presidential area.

Questions: If you have any questions regarding the wage increase, please contact the Human Resources Office or your Regional Campus HR Office.