

**University of South Florida System**  
**AFSCME Wage Increase**  
**2018-2019 Academic Year**  
**Eligibility Guidelines**

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The USF System will be providing a wage increase effective **July 13, 2018** (to be included in the paycheck dated August 3, 2018) to all eligible employees covered by the AFSCME collective bargaining agreement.

**Wage Increase Amount**

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

The University will provide a two percent (2%) increase to bargaining unit employees who, as of June 30, 2018, meet all of the following criteria:

- They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their evaluation of record;
- They have been employed by the University in an established position since on or before July 1, 2018, and continuously employed in an established position; and
- They do not have an open Performance Improvement Plan.

**Proration.** Eligible employees appointed less than full time will receive a prorated amount based on their FTE.

**Non-Eligible Employee Groups**

- All Faculty and Administration employees,
- Staff out of unit (positions not covered by the AFSCME or PBA collective bargaining agreements),
- Temporary/OPS employees  
Those employees who have a specific performance-based contract (e.g., certain Athletics 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 at (813) 974-2970, your designated HR Service Center Manager or your Regional Campus HR Office.