USF-Administered Increases The University of South Florida may implement across-the-board, merit-based, market-based, or other targeted increases which are given to groups of employees. If such increase processes are being implemented, HR publishes guidelines on the HR website and notifies employees receiving such increases.

Increases Mandated by Collective Bargaining Agreements

Most non-supervisory Staff employees are represented by the American Federation of State, County and Municipal Employee (AFSCME) or the Police Benevolent Association (PBA) as their collective bargaining agents. A few professional Administration employees are represented by the United Faculty of Florida (UFF). If USF and one of these unions agree on across-the board or other types of pay increases as part of the collective bargaining agreement, such raises are distributed to eligible employees. When such increases are given to employees, they are typically given to groups of employees within a particular bargaining unit at the same time. The collective bargaining agreements, with terms of such increases, are published on the HR website http://usfweb2.usf.edu/human-resources/collective-bargaining/index.asp

Legislatively-Mandated Across-the-Board Increases

The salaries of USF employee may be affected by specific laws of the State of Florida. Such is the case when legislation mandates that all eligible state employees receive a pay increase on a particular date. Employees receive such mandatory raises only in years when specific laws are passed, not every year. Past raises have typically been percentage increases to base pay, with a guaranteed minimum increase. However, there is no guarantee that such increases will be given in the future. When such increases occur, they are administered by Human Resources and all eligible employees receive a raise on the same day.

Employees on unpaid leave during mandated raise processes are eligible for such increases when they return to pay status, unless otherwise mandated by raise guidelines.