



**University of South Florida
AFSCME Wage Adjustment and Bonus
Effective October 15, 2021**

Wage Adjustment

The University will provide a one percent (1%) increase, effective October 15, 2021 (to be included in the paycheck dated November 5, 2021) to the base wages for all eligible employees covered by the American Federation of State, County and Municipal Employees (AFSCME) collective bargaining agreement who meet the following criteria:

- They are active employees on October 15, 2021, the date the base increase becomes effective;
- They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their evaluation of record;
- They do not have an open Performance Improvement Plan.

One-time Bonus

The University will provide a one-time bonus of one percent (1%) of the employee’s base wages for all eligible employees covered by the AFSCME collective bargaining agreement who meet the following criteria:

- They were employed with the University as of July 1, 2020, and continuously employed in an established position;
- They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their evaluation of record;
- They do not have an open Performance Improvement Plan.

Proration. Eligible employees appointed to 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 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.

Questions: If you have any questions regarding the wage increase or bonus, please contact the Central Human Resources Office or your campus HR office.