

## Article 23

### Wages

#### **23.1 2023-2024 Market Adjustment and Merit-Based Increase**

- A. Effective October 1, 2023, employees will receive a market adjustment increase in an amount up to two thousand dollars (\$2,000) to their then current base salary.
- B. Effective October 1, 2023, eligible employees will also have their base salary increased (after taking into account the market adjustment increase set forth in Section 23.1A) to the level set forth in pay grid attached as Appendix C, if necessary, based upon their time in place (calculated in completed months of service in the rank they hold on October 1, 2023).
- C. Effective October 1, 2023, eligible employees whose base salary on October 1, 2023 (after taking into account the market adjustment increase set forth in Section 23.1A) exceeds the applicable level of the pay grid attached as Appendix C will receive an additional one and one-half percent (1.5%) increase to their base salary as such employees will not receive a pay grid increase.
- D. The following examples are provided to illustrate application of the above provisions:
1. An eligible officer with a time-in-rank of 6 months and a current base salary of \$56,000 would receive a \$2,000 base increase under Article 23.1.A., bringing their base salary up to \$58,000. Since the officer's adjusted base salary would meet the applicable salary level in the pay grid attached as Appendix C, no further increase is necessary under Article 23.1.B. to bring the officer up to that level, and the calculation is complete. The officer's new base salary would be \$58,000.
  2. An eligible officer with a time-in-rank of 38 months and a current base salary of \$57,120 would receive a \$2,000 base increase under Article 23.1.A., bringing their base salary up to \$59,120. Since the officer's adjusted base salary would remain below the applicable salary level in the pay grid attached as Appendix C, the officer would receive a further increase up to that level. The officer's new base salary would be \$63,372.19.
  3. An eligible corporal with a time-in-rank of 90 months and a current base salary of \$90,000 would receive a \$2,000 base increase under Article 23.1.A., bringing their base salary up to \$92,000. Since the corporal's adjusted base salary would already exceed the applicable salary level in the pay grid attached as Appendix C, the corporal would receive a further 1.5% increase. The corporal's new base salary would be \$93,380.
- E. The 2023-2024 market adjustment and merit-based increase set forth in Sections 23.1 A, B and C will be payable commencing the first pay period in October 2023.
- F. Eligible employees are defined as those employees who are employed on the date of the increase, who have been continuously employed in an established position since on or before July 1 of the year of the increase, and who:

4. Do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their last evaluation of record; and
5. Do not have an open performance improvement plan.

### **23.2 2024-2025 Merit-Based Increase**

- A. Effective October 1, 2024, eligible employees will have their base salary increased to the next level of the pay grid attached as Appendix C based on their rank.
- B. Effective October 1, 2024, eligible employees whose base salary on October 1, 2024 exceeds the applicable level of the pay grid attached as Appendix C will receive an additional one and one-half percent (1.5%) increase to their base salary as such officers will not receive a pay grid increase.
- C. Eligible employees are defined as set forth in Section 23.1F.
- D. The 2024-2025 merit-based increase set forth in Section 23.2 A and B will be payable commencing the first pay period in October 2024.

### **23.3 2025-2026 Merit-Based Increase**

- A. Effective October 1, 2025, eligible employees will have their base salary increased to the next level of the pay grid attached as Appendix C based on their rank.
- B. Effective October 1, 2025, eligible employees whose base salary on October 1, 2025 exceeds the applicable level of the pay grid attached as Appendix C will receive an additional one and one-half percent (1.5%) increase to their base salary as such officers will not receive a pay grid increase.
- C. Eligible employees are defined as set forth in Section 23.1F.
- D. The 2025-2026 merit-based increase set forth in Sections 23.3 A and B will be payable commencing the first pay period in October 2025.

**23.4** Any further merit-based increase movements to the next level of the Appendix C pay grid past October 1, 2025, must be negotiated by the parties.

**23.5** Nothing contained herein shall prevent the University from providing salary increases beyond the increases specified above, including but not limited to increases in starting salaries. Any such increases are at the sole discretion of the University, which shall retain this authority for the duration of this Agreement, and which will further continue upon its expiration. The University will issue a report or other appropriate notification to PBA on a quarterly basis indicating: (1) the amount of increase paid; (2) the rank of the employee receiving the increase; and (3) the location of the employee’s primary assignment (i.e. USF-Tampa, or USFSP).

**23.6** In order to remain competitive in recruitment and hiring, while attracting qualified candidates, the University reserves the right to offer a salary in excess of the normal compensation rate. Such an offer does not affect that employee’s seniority.