Managements Performance Merit Based Salary Concept – Talking points
(This language had not been legally reviewed)

Promotions – 2017-18 promotion increases will be effective as of August 7, 2017

Merit Base Salary Adjustment: For 2017-2018: The University shall provide a pool of funds to each college equal to 1.0% of the total base salary rate of the May 7, 2018 salary base of eligible in unit employees. This pool shall be distributed based on a performance merit criteria developed by the college.

In addition, the University shall provide 1.0% of the total base salary rate of the May 7, 2018 salary base of eligible in unit employees. This pool shall be distributed by the university to eligible in unit employees through a performance merit criteria.

To be eligible the employee must have been in continual employment at FGCU since May 7’2018. Merit pay increases will be effective on the first day of academic year contract (July 1, 2018 or August 7, 2018).

Eligible in unit employee must have an overall satisfactory performance review during the evaluative period covered in the performance merit criteria and have not received a disciplinary action of written reprimand and/or suspension during the twelve months immediately preceding the effective date.

In the event the University does not receive sufficient performance funding to fund the salary increases negotiated for 2017-2018, Section 23.4 of this salary article shall become void and re-opened for negotiations in accordance with Article 29 by the parties.

For 18-19:

Promotions – 2018-19 promotion increases will be effective as of August 7, 2018
Asst-Assoc; Ins I-Inst II; Adv I-Adv II Inc from 9%-12%
Assoc.-Full; Ins II-Ins III; Adv II-Adv III Inc from 12%-15%

Merit Base Salary Adjustment: For 2018-2019: The University shall provide a pool of funds to each college equal to 1.0% of the total base salary rate of the May 7, 2019 salary base of eligible in unit employees. This pool shall be distributed based on a performance merit criteria developed by the college.

In addition, the University shall provide 1.0% of the total base salary rate of the May 7, 2019 salary base of eligible in unit employees. This pool shall be distributed by the university to eligible in unit employees through a performance merit criteria.

To be eligible the employee must have been in continual employment at FGCU since May 7’2019. Merit pay increases will be effective on the first day of academic year contract (July 1, 2019 or August 7, 2019).

Eligible in unit employee must have an overall satisfactory performance review during the evaluative period covered in the performance merit criteria and have not received a disciplinary action of written reprimand and/or suspension during the twelve months immediately preceding the effective date.

In the event the University does not receive sufficient performance funding to fund the salary increases negotiated for 2018-2019, Section 23.4 of this salary article shall become void and re-opened for negotiations in accordance with Article 29 by the parties.