

**Mass Salary Implementations
FY 2014-2017**

Non-Aligned								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria		Comments		
Across-the-Board	2.00%	7/1/2014	2/13-2/27/2015	A regular non-aligned employee must be on the University's payroll in a regular non-aligned employee position on June 30, 2014 through the date of payment. The salary increase will be based on the June 30, 2014 base salary.		Employees in the RIAS/HCM Payroll System- Salary increase & retro paid in the 2/27/15 pay-cycle Employees in Banner Payroll System-Salary increase paid in 2/13/15 pay-cycle and retro paid in the 2/27/15 pay-cycle		
Merit / Pay-for-Performance (P4P) Program	2.00%	7/1/2015	12/4-12/18/2015	A regular non-aligned employee must be on the University's payroll in a regular non-aligned employee position on January 1, 2015 through the date of payment. The salary increase will be based on the March 1, 2015 base salary.		1.00% - 6.00% based on March 1, 2015 salary base. Employees in the RIAS/HCM Payroll System- Salary increase & retro paid in the 12/18/15 pay-cycle Employees in Banner Payroll System-Salary increase paid in 12/4/15 pay-cycle and retro paid in the 12/18/15 pay-cycle		

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Teamsters (Local 97)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across-the-Board	2.00%	7/1/2014	1/30-2/13/2015	A Teamster Local 97 employee must be on the University's payroll in a Teamster Local 97 position on June 30, 2014 through the date of payment. The salary increase will be based on the June 30, 2014 base salary.	12/29/2014	Salary increase paid in 1/30/15 pay-cycle and retro paid in the 2/13/15 pay-cycle		
Across-the-Board	2.00%	7/1/2015	7/17/2015	A Teamster Local 97 employee must be on the University's payroll in a Teamster Local 97 position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	12/29/2014	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across-the-Board	2.00%	7/1/2016	TBD	A Teamster Local 97 employee must be on the University's payroll in a Teamster Local 97 position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	12/29/2014	Payment date to be determined		
Across-the-Board	2.25%	7/1/2017	TBD	A Teamster Local 97 employee must be on the University's payroll in a Teamster Local 97 position on June 30, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	12/29/2014	Payment date to be determined		

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AAUP- AFT Faculty									
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments			
Across the Board (Regular Salary Increase)	\$2,345	9/1/2014	5/22/2015	An AAUP-AFT faculty employee must be on the University payroll in an AAUP-AFT faculty position on September 1, 2014 through the date of payment. The salary increase will be an across-the-board in the amount of \$2345.	4/8/2015	Employees in the RIAS/HCM Payroll System-Salary increase and retro paid in the 5/22/15 pay-cycle			
Faculty Compensation Program (EFCP) Award	2.00%	7/1/2015	TBD	An AAUP-AFT faculty employee must be on the University payroll in an AAUP-AFT faculty position on June 30, 2015 through the date of payment, have met FCP award eligibility criteria, and have received a notice of award. The salary increase will be based on the June 30, 2015 base salary.	4/8/2015	Payment date to be determined			
Across the Board (Regular Salary Increase)	2.125%	7/1/2016	TBD	An AAUP-AFT faculty employee must be on the University payroll in an AAUP-AFT faculty position on June 30, 2016 through the date of payment. The salary increase will be an across-the-board in the amount of 2.125% based on the unit member's salary as of June 30, 2016.	4/8/2015	Payment date to be determined			
Faculty Compensation Program (EFCP) Award	2.125%	7/1/2017	TBD	An AAUP-AFT faculty employee must be on the University payroll in an AAUP-AFT faculty position on June 30, 2017 through the date of payment, have met FCP award eligibility criteria, and have received a notice of award. The salary increase will be based on the June 30, 2017 base salary.	4/8/2015	Payment date to be determined			

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EOF Counselors								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.125%	9/1/2014	6/19/2015	An EOF counselor must be on the University payroll in an EOF counselor position on September 1, 2014 through the date of payment. The salary increase will be based on the September 1, 2014 base salary.	5/19/2015	Salary Increase & Retro paid in the 6/19/15 pay-cycle		
Across the Board	2.00%	7/1/2015	7/3/2015	An EOF counselor must be on the University payroll in an EOF counselor position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	5/19/2015	Salary Increase paid in the 7/3/15 pay-cycle		
Performance Based	2.00%	7/1/2016	TBD	An EOF counselor must be on the University payroll in an EOF counselor position on June 30, 2016 through the date of payment and have met job performance eligibility criteria. The performance based 2% salary increase will be based on the June 30, 2016 base salary.	5/19/2015	Payment date to be determined		
Performance Based	2.125%	7/1/2017	TBD	An EOF counselor must be on the University payroll in an EOF counselor position on June 30, 2017 through the date of payment and have met job performance eligibility criteria. The performance based 2.125% salary increase will be based on the June 30, 2017 base salary.	5/19/2015	Payment date to be determined		

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URA-AFT								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Lump Sum	\$952.50	6/3/2015	6/19/2015	An URA-AFT employee must be on the University's payroll in an URA-AFT position on the date of ratification and continue on the payroll in an URA-AFT position through the date the lump sum payment is paid.	6/3/2015	Lump Sum to be paid in the 6/19/15 pay-cycle		
Across the Board	\$1,143	6/6/2015	7/3/2015	An URA-AFT employee must be on the University payroll in an URA-AFT employee position on June 3, 2015 through the date of payment. The salary increase will be based on the June 3, 2015 base salary.	6/3/2015	Salary Increase & Retro to be paid in the 7/3/15 pay cycle		
Across the Board-12 month	2.00%	7/1/2015	7/3/2015	An URA-AFT 12-month employee must be on the University payroll in an URA-AFT employee position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	6/3/2015	Salary Increase to be paid in the 7/3/15 pay-cycle		
Across the Board- 10 month	2.00%	9/1/2015	9/11/2015	An URA-AFT 10-month employee must be on the University payroll in an URA-AFT employee position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	6/3/2015	Salary Increase to be paid in the 9/11/15 pay-cycle		
Merit / Staff Compensation Program 12 month	2.00%	7/1/2016	TBD	A URA-AFT 12-month employee must be in a program eligible (URA-AFT) title on or before January 1, 2016, must remain in a program-eligible (URA-AFT) title through date of payment and meet established performance standards.	6/3/2015	1.00% - 3.00% based on March 1, 2016 salary base		
Merit / Staff Compensation Program 10 month	2.00%	9/1/2016	TBD	A URA-AFT 10-month employee must be in a program eligible (URA-AFT) title on or before January 1, 2016, must remain in a program-eligible (URA-AFT) title through date of payment and meet established performance standards.	6/3/2015	1.00% - 3.00% based on March 1, 2016 salary base		
Merit / Staff Compensation Program 12 month	2.25%	7/1/2017	TBD	A URA-AFT 12-month employee must be in a program eligible (URA-AFT) title on or before January 1, 2017, must remain in a program-eligible (URA-AFT) title through date of payment and meet established performance standards.	6/3/2015	1.25% - 3.00% based on March 1, 2017 salary base		
Merit / Staff Compensation Program 10 month	2.25%	9/1/2017	TBD	A URA-AFT 10-month employee must be in a program eligible (URA-AFT) title on or before January 1, 2017, must remain in a program-eligible (URA-AFT) title through date of payment and meet established performance standards.	6/3/2015	1.25% - 3.00% based on March 1, 2017 salary base		

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IUOE Local 68-68A								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
FY 2015 Merit/ Anniversary Increments		FY 2014 - 2015	See Comments	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE Local 68-68A unit eligible position on the day of ratification and continue on the payroll on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	6/5/2015	October 1, 2014, January 1, 2015 and April 1, 2015 anniversary increments will be paid in the June 19, 2015 paycheck		
Senior Rate		9/1/2014	6/19/2015	Each eligible IUOE Local 68-68A employee, following service of one year at Step 9 of the current salary table, who is on the university payroll in an IUOE Local 68-68A unit eligible position on the day of ratification and continue on the payroll on date of payment, shall move to the Senior Rate on the appropriate anniversary date.	6/5/2015	2.00% to current Step 9 base salary		
FY 2016 Merit/ Anniversary Increments		FY 2015 - 2016	See Comments	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE 68-68A unit eligible position on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	6/5/2015	Anniversary quarter dates are 7/1, 10/1, 1/1, and 4/1		
Senior Rate		7/1/2015		Each eligible IUOE Local 68-68A employee, eligible for and at the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an IUOE Local 68-68A unit eligible position and continue on the payroll through date of payment.	6/5/2015	2.00% to current Step 9 base salary		
Shift Differential Lump sum	\$250	7/1/2015	12/4/2015	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE Local 68-68A unit eligible position on July 1, 2015 and continue on the payroll on date of payment will receive an shift differential annual lump sum the first pay period in December.	6/5/2015	Lump Sum to be paid in the 12/4/15 pay-cycle		
FY 2017 Merit/ Anniversary Increments		FY 2016 - 2017	See Comments	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE 68-68A unit eligible position on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	6/5/2015	Anniversary quarter dates are 7/1, 10/1, 1/1, and 4/1		

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IUOE Local 68-68A								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Senior Rate		7/1/2016	TBD	Each eligible IUOE Local 68-68A employee, eligible for and at the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an IUOE Local 68-68A unit eligible position and continue on the payroll through date of payment.	6/5/2015	2.00% to current Step 9 base salary		
Shift Differential Lump sum	\$250	7/1/2016	TBD	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE Local 68-68A unit eligible position on July 1, 2016 and continue on the payroll on date of payment will receive an shift differential annual lump sum the first pay period in December.	6/5/2015	Lump Sum to be paid in the first pay period in December.		
FY 2018 Merit/ Anniversary Increments		FY 2017 - 2018	See Comments	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE 68-68A unit eligible position on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	6/5/2015	Anniversary quarter dates are 7/1, 10/1, 1/1, and 4/1		
Senior Rate		7/1/2017	TBD	Each eligible IUOE Local 68-68A employee, eligible for and at the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an IUOE Local 68-68A unit eligible position and continue on the payroll through date of payment.	6/5/2015	2.25% to current Step 9 base salary		
Shift Differential Lump sum	\$250	7/1/2017	TBD	Each eligible IUOE Local 68-68A employee who is on the university payroll in an IUOE Local 68-68A unit eligible position on July 1, 2017 and continue on the payroll on date of payment will receive an shift differential annual lump sum the first pay period in December.	6/5/2015	Lump Sum to be paid in the first pay period in December.		

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CIR-(HouseStaff)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.00%	7/1/2014	5/22/2015	An HouseStaff employee must be on the University payroll in an HouseStaff position on July 1, 2014 through the date of payment. The salary increase will be based on the June 30, 2014 base salary.	4/1/2015	Salary Increase paid in the May 22, 2015 pay-cycle & Retro paid in the June 5, 2015 pay-cycle		
Across the Board	2.00%	7/1/2015	7/17/2015	An HouseStaff employee must be on the University payroll in an HouseStaff position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	4/1/2015	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across the Board	2.125%	7/1/2016	TBD	An HouseStaff employee must be on the University payroll in an HouseStaff position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	4/1/2015			
Across the Board	2.125%	7/1/2017	TBD	An HouseStaff employee must be on the University payroll in an HouseStaff position on July 1, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	4/1/2015			

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OPEIU (Local 153)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.00%	7/1/2014	4/24/2015	An OPEIU employee must be on the University payroll in an OPEIU position on June 30, 2014 through the date of payment. The salary increase will be based on the June 30, 2014 base salary.	3/18/2015	Salary Increase paid in the April 24, 2015 pay-cycle & Retro paid in the May 8, 2015 pay-cycle		
Across the Board	2.00%	7/1/2015	7/17/2015	An OPEIU employee must be on the University payroll in an OPEIU position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	3/18/2015	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across the Board	2.00%	7/1/2016	TBD	An OPEIU employee must be on the University payroll in an OPEIU position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	3/18/2015			
Across the Board	2.25%	7/1/2017	TBD	An OPEIU employee must be on the University payroll in an OPEIU position on July 1, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	3/18/2015			

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CWA (Local 1040)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.00%	7/1/2014	4/24/2015	An CWA employee must be on the University payroll in an CWA position on June 30, 2014 through the date of payment. The salary increase will be based on the June 30, 2014 base salary.	3/12/2015	Salary Increase paid in the April 24, 2015 pay-cycle & Retro paid in the May 8, 2015 pay-cycle		
Across the Board	2.00%	7/1/2015	7/17/2015	An CWA employee must be on the University payroll in an CWA position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	3/12/2015	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across the Board	2.00%	7/1/2016	TBD	An CWA employee must be on the University payroll in an CWA position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	3/12/2015			
Across the Board	2.25%	7/1/2017	TBD	An CWA employee must be on the University payroll in an CWA position on July 1, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	3/12/2015			

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IUOE (Local 68)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.00%	7/1/2014	4/24/2015	An IUOE Local 68 employee must be on the University payroll in an IUOE Local 68 position on June 30, 2014 through the date of payment. The salary increase will be based on the June 30, 2014 base salary.	2/11/2015	Salary Increase paid in the April 24, 2015 pay-cycle & Retro paid in the May 8, 2015 pay-cycle		
Across the Board	2.00%	7/1/2015	7/17/2015	An IUOE Local 68 employee must be on the University payroll in an IUOE Local 68 position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	2/11/2015	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across the Board	2.00%	7/1/2016	TBD	An IUOE Local 68 employee must be on the University payroll in an IUOE Local 68 position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	2/11/2015			
Across the Board	2.25%	7/1/2017	TBD	An IUOE Local 68 employee must be on the University payroll in an IUOE Local 68 position on June 30, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	2/11/2015			

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CWA (Local 1031)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
One-Time Payment	\$1,278	7/1/2014	7/3/2015	An CWA Local 1031 employee must be on the University payroll in an CWA Local 1031 position on July 1, 2014 through the date of payment. The salary increase will be based on the July 1, 2014 base salary.	6/19/2015	One-time payment will be paid in the July 3, 2015 pay-cycle.		
Across the Board	\$1,278	7/1/2014	7/17/2015	An CWA Local 1031 employee must be on the University payroll in an CWA Local 1031 position on July 1, 2014 through the date of payment. The salary increase will be based on the July 1, 2014 base salary.	6/19/2015	Salary Increase to be paid in the 7/17/15 pay-cycle-no retro		
Across the Board	2.00%	7/1/2015	7/17/2015	An CWA local 1031 employee must be on the University payroll in an CWA local 1031 position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	6/19/2015	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across the Board	2.00%	7/1/2016	TBD	An CWA local 1031 employee must be on the University payroll in an CWA local 1031 position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	6/19/2015			
Across the Board	2.25%	7/1/2017	TBD	An CWA local 1031 employee must be on the University payroll in an CWA local 1031 position on July 1, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	6/19/2015			

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HPAE (Local 5094)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
One-Time Payment	\$870	6/15/2015	7/3/2015	An HPAE 5094 employee must be on the University payroll in an HPAE 5094 position on July 1, 2014 through the date of payment. The salary increase will be based on the July 1, 2014 base salary.	6/15/2015	One-time payment will be paid in the July 3, 2015 pay-cycle.		
Across the Board	\$1,160	6/28/2015	7/17/2015	An HPAE 5094 employee must be on the University payroll in an HPAE 5094 position on June 15, 2015 through the date of payment. The salary increase will be based on the June 14, 2015 base salary.	6/15/2015	Salary Increase to be paid in the 7/17/15 pay-cycle		
Across the Board	2.00%	7/1/2015	7/17/2015	An HPAE 5094 employee must be on the University payroll in an HPAE 5094 position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	6/15/2015	To be paid in the July 17, 2015 pay-cycle.		
Across the Board	2.00%	7/1/2016	TBD	An HPAE 5094 employee must be on the University payroll in an HPAE 5094 position on June 30, 2016 through the date of payment. The salary increase will be based on the June 30, 2016 base salary.	6/15/2015			
Across the Board	2.25%	7/1/2017	TBD	An HPAE 5094 employee must be on the University payroll in an HPAE 5094 position on July 1, 2017 through the date of payment. The salary increase will be based on the June 30, 2017 base salary.	6/15/2015			

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IAFF								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.00%	7/1/2015	9/25/2015	An IAFF employee must be on the University payroll in an IAFF employee position on June 30, 2015 through the date of payment. The salary increase will be based on the June 30, 2015 base salary.	9/3/2015	Salary Increase & Retro to be paid in the 9/25/15 pay-cycle		
Lump Sum	\$985	9/3/2015	9/25/2015	An IAFF employee must be on the University's payroll in an IAFF position on the date of ratification and continue on the payroll in an IAFF position through the date the lump sum payment is paid.	9/3/2015	Lump Sum to be paid in the 9/25/15 pay-cycle		
Across the Board	\$1,181	9/12/2015	9/25/2015	An IAFF employee must be on the University payroll in an IAFF employee position on the date of ratification through the date of payment. The salary increase will be based on the July 1, 2015 base salary.	9/3/2015	Salary Increase to be paid in the 9/25/15 pay-cycle		
Merit / Staff Compensation Program	2.00%	7/1/2016	TBD	A IAFF employee must be in a program eligible (IAFF) title on or before January 1, 2016, must remain in a program-eligible (IAFF) title through date of payment and meet established performance standards.	9/3/2015	1.00% - 3.00% based on March 1, 2016 salary base		
Merit / Staff Compensation Program	2.25%	7/1/2017	TBD	A IAFF employee must be in a program eligible (IAFF) title on or before January 1, 2017, must remain in a program-eligible (IAFF) title through date of payment and meet established performance standards.	9/3/2015	1.25% - 3.00% based on March 1, 2017 salary base		

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AFSCME (Local 888 & 1761)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
FY 2015 Merit/ Anniversary Increments		FY 2014 - 2015	See Comments	Each eligible AFSCME employee who is on the university payroll in an AFSCME unit eligible position on the day of ratification and continue on the payroll on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	12/10/2015	October 1, 2014, January 1, 2015, April 1, 2015 & July 1, 2015 anniversary increments will be paid in the February 12, 2016 paycheck. October 1, 2015 & January 1, 2016 anniversary increments will be paid in the February 26, 2016 paycheck		
Senior Rate	2.00%	9/1/2014-7/1/15	2/12/2016	Each eligible AFSCME employee following service of one year at Step 9 of the current salary table shall move to the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an AFSCME unit eligible position on the day of ratification and continue on the payroll on date of payment.	12/10/2015	2.00% to current Step 9 base salary. To be paid in the February 12, 2016 paycheck		
Senior Rate	2.00%	10/1/2015-1/1/16	2/26/2016	Each eligible AFSCME employee eligible for and at the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an AFSCME unit eligible position and continue on the payroll through date of payment.	12/10/2015	2.00% to current Step 9 base salary. To be paid in the February 26, 2016 paycheck		
FY 2016 Merit/ Anniversary Increments		FY 2015 - 2016	See Comments	Each eligible AFSCME employee who is on the university payroll in an AFSCME unit eligible position on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	12/10/2015	Anniversary quarter dates are 7/1, 10/1, 1/1, and 4/1		
Senior Rate	2.00%	7/1/2016	TBD	Each eligible AFSCME employee eligible for and at the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an AFSCME unit eligible position and continue on the payroll through date of payment.	12/10/2015	2.00% to current Step 9 base salary		
FY 2017 Merit/ Anniversary Increments		FY 2016 - 2017	See Comments	Each eligible AFSCME employee who is on the university payroll in an AFSCME unit eligible position on date of payment will receive a normal merit increment on the appropriate quarterly anniversary date.	12/10/2015	Anniversary quarter dates are 7/1, 10/1, 1/1, and 4/1		
Senior Rate	2.25%	7/1/2017	TBD	Each eligible AFSCME employee eligible for and at the Senior Rate on the appropriate anniversary date, and who is on the university payroll in an AFSCME unit eligible position and continue on the payroll through date of payment.	12/10/2015	2.25% to current Step 9 base salary		

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AAUP (BHSNJ)-Faculty								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Lump Sum	\$2,000	11/2/2015	1/29/2016	An AAUP(BHSNJ) faculty employee must be on the University payroll in an AAUP(BHSNJ) faculty position on July 1, 2013 through the date of payment .	11/2/2015	\$1000 To be paid in the January 29, 2016 pay-cycle, \$1000 to be paid the first full pay-period after July 1, 2016		
Across the Board (Regular Salary Increase)	2.00%	7/1/2014	2/12/2016	An AAUP(BHSNJ) faculty employee must be on the University payroll in an AAUP(BHSNJ) faculty position on June 30, 2014 through the date of payment.	11/2/2015	Salary increase to be paid in the February 12, 2016 Retro to be paid in the February 26, 2016 pay-cycle		
Across the Board (Regular Salary Increase)	2.00%	7/1/2015	2/26/2016	An AAUP(BHSNJ) faculty employee must be on the University payroll in an AAUP(BHSNJ) faculty position on June 30, 2015 through the date of payment.	11/2/2015	Salary increase to be paid in the February 26, 2016 Retro to be paid in the March 11, 2016 pay-cycle		
Merit Compensation Program Award	2.125%	7/1/2016	TBD	An AAUP(BHSNJ) faculty employee must be on the University payroll in an AAUP(BHSNJ) faculty position on February 1, 2016 through the date of payment and have received a notice of award. The salary increase will be based on the June 30, 2016 base salary.	11/2/2015	1.0%-7.5% salary increase range		
Merit Compensation Program Award	2.125%	7/1/2017	TBD	An AAUP(BHSNJ) faculty employee must be on the University payroll in an AAUP(BHSNJ) faculty position on February 1, 2017 through the date of payment and have received a notice of award. The salary increase will be based on the June 30, 2017 base salary.	11/2/2015	1.0%-7.5% salary increase range		

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HPAE (Local 5135)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
2014 Experience Step Move		10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2013 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale (1% increase to salary scales)		
2015 Experience Step Move		10/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2014 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on on RB Scale (1% increase to salary scales)		
One-time Payment	\$1,000	10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2014 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale at Step 25 (P/T Employees are pro-rated based on FTE)		
One-time Payment	\$1,000	10/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2015 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale at Step 25 (P/T Employees are pro-rated based on FTE)		
Salary Increase (Across the Board)	1.00%	10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RH Scale		
Salary Increase (Across the Board)	1.00%	10/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RH Scale		
Salary Increase (Across the Board)	2.00%	10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APN-UCHC Medical Division Nurses on RS Scale		
Salary Increase (Across the Board)	2.00%	10/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APN-UCHC Medical Division Nurses on RS Scale		
2016 Experience Step Move		10/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2015 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale (1% increase to salary scales)		
2017 Experience Step Move		10/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2016 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale (1.25% increase to salary scales)		

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HPAE (Local 5135) cont.								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
One-time Payment	\$1,000	10/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2014 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale at Step 25 (P/T Employees are pro-rated based on FTE)		
One-time Payment	\$1,000	10/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position on October 1, 2015 through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RB Scale at Step 25 (P/T Employees are pro-rated based on FTE)		
Salary Increase (Across the Board)	1.00%	10/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RH Scale		
Salary Increase (Across the Board)	1.25%	10/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	UCHC Medical Division Nurses on RH Scale		
Salary Increase (Across the Board)	2.00%	10/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APN-UCHC Medical Division Nurses on RS Scale		
Salary Increase (Across the Board)	2.25%	10/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APN-UCHC Medical Division Nurses on RS Scale		

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HPAE (Local 5089)								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
2012 Experience Step Move		10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2011 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale		
2013 Experience Step Move		1/1/2015	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2012 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale		
2014 Experience Step Move		4/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2013 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale		
2015 Experience Step Move		7/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2014 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale		
One-time Payment	\$1,000	10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2011 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale at Step 26 (P/T Employees are pro-rated based on FTE)		
One-time Payment	\$1,000	1/1/2015	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2012 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale at Step 26 (P/T Employees are pro-rated based on FTE)		
One-time Payment	\$1,000	4/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2013 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale at Step 26 (P/T Employees are pro-rated based on FTE)		
One-time Payment	\$1,000	7/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2013 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale at Step 26 (P/T Employees are pro-rated based on FTE)		
Across the Board	2.00%	10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	Nurse Clinicians on UC Scale		
Across the Board	2.00%	7/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	Nurse Clinicians on UC Scale		

**Mass Salary Implementations
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HPAE (Local 5089) cont.								
Payment Type	Amount / Salary Pool Percent	Effective Date	Estimated Payment Date	Eligibility Criteria	Date Ratified	Comments		
Across the Board	2.00%	10/1/2014	3/25/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APNs- UCHC Division Nurses on US Scale		
Across the Board	2.00%	7/1/2015	4/8/2016	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APNs- UCHC Division Nurses on US Scale		
2016 Experience Step Move		7/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2015 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale		
2017 Experience Step Move		7/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2016 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale		
One-time Payment	\$1,000	7/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2015 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale at Step 26 (P/T Employees are pro-rated based on FTE)		
One-time Payment	\$1,000	7/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position on July 1, 2016 through the date of payment.	12/10/2015	RBHS/UCHC Division Nurses on UB Scale at Step 26 (P/T Employees are pro-rated based on FTE)		
Across the Board	2.00%	7/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	Nurse Clinicians on UC Scale		
Across the Board	2.25%	7/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	Nurse Clinicians on UC Scale		
Across the Board	2.00%	7/1/2016	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APNs- UCHC Division Nurses on US Scale		
Across the Board	2.25%	7/1/2017	TBD	An HPAE employee must be on the University payroll in an HPAE position through the date of payment.	12/10/2015	APNs- UCHC Division Nurses on US Scale		