

**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, Central Human Resources (CHR) publishes guidelines on the CHR website and notifies eligible employees.

**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 type of pay increase as part of the collective bargaining agreement, the approved raises are distributed to eligible employees within the bargaining unit at the same time. The collective bargaining agreements, with terms of the increases, are published on the HR website and can be found [here](#).

**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 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 these increases occur, they are administered by Central Human Resources and all eligible employees receive a pay increase on the same day.

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