

FY 2022-2023 Staff Compensation Program

Staff Salary Increases: The following outlines the Fiscal Year 2022-2023 Staff Compensation Program. All eligible Administrative Managerial Professional (AMP), Support Personnel (SP), and out-of-unit faculty at FAU will receive a 3% base salary increase.

The FY 2023 base salary increase is subject to the following criteria:

- AMP, SP, and Out-of-unit Faculty must have started employment at FAU by April 1, 2022.
- Employees must have demonstrated consistent, effective, and sustained satisfactory performance.
- Employees must have received a rating of 3 or higher in their last completed performance appraisal.
- DROP participants are eligible to receive the increase.

Exclusions:

- Employees who have received a disciplinary action of reprimand (oral and/or written) or suspension; **OR** have had their probationary period extended for disciplinary or performance reasons; **OR** are under an active Performance Improvement Plan.
- Employees who have received a notice of separation or layoff dated on or before June 24, 2022, or whose employment ends on or before June 24, 2022.
- Employees who are covered by an individual employment agreement (contracts, etc.).
- Employees whose positions are included in a union collective bargaining unit.
- Employees classified as Temporary/OPS (including student employees), adjunct faculty and Post-Doctoral Fellows and Senior Research Fellows.
- Support Personnel (SP) who are on a probationary status.
- The College of Medicine, designated as a “Special Unit” and separately funded by the Florida legislature, may develop its own compensation package for College of Medicine out-of-unit faculty and employees this year, which will be determined based on performance, within the limits of available funds.

Base Salary Increase - Process and timeline:

The increase will be calculated on the employee’s base salary as of July 9, 2022. Due to the need to process the information quickly and accurately, there will be a moratorium on processing any salary increase to an employee record with effective dates July 9, 2022, through July 22, 2022. For exceptional situations, please seek the guidance of your appropriate Vice President.

Staff One-Time Bonus: An additional One-Time- Bonus payment will be distributed to eligible employees before the 2022 Winter break. Additional information and the specific distribution date will be communicated in future messaging. Employees who are ineligible for the base salary increase may be eligible for the one-time bonus.

The Department of Human Resources welcomes your questions regarding the staff base salary increase program. Please contact Employee Relations at emprels@fau.edu.