

## FY 2024-25 Staff Compensation Program

The FY 2024-25 Staff Compensation Program consists of the following:

### **Base Salary Increase**

All **eligible** Administrative Managerial Professionals (AMP), Support Personnel (SP), and Out-Of-Unit Faculty employees at Florida Atlantic University will receive a **3% base salary** increase subject to the following eligibility criteria:

- Must have started employment at FAU by April 1, 2024.
- DROP participants are eligible.

### **Exclusions:**

- Employees who received a written disciplinary action of reprimand and/or suspension, or are currently on probation or have had their probationary period extended for disciplinary or performance reasons, or are under an active Performance Improvement Plan.
- Employees who received a Notice of Separation or Layoff dated on or before July 1, 2024.
- Employees who are covered by an individual employment agreement or contract.
- Employees whose positions are included in a collective bargaining unit.
- Employees classified as Temporary/OPS (Other Personal Services), which include adjunct faculty, Post-Doctoral Fellows, Senior Research Fellows, and all student employment classifications (student employees, Graduate Teaching Assistant (GTA), and Graduate Research Assistant (GRA)).
- 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, which will be determined based on performance, within the limits of available funds.

### **Process and Timeline:**

The 3% increase will be calculated on the employee's base salary as of July 1, 2024, and will be effective the first pay period of the current fiscal year. The first paycheck date for the increase is July 26, 2024.

### **One-Time Bonus**

The University may also issue a one-time retention bonus payment later this year in compliance with Regulation 5.016. Additional information will be communicated in future messaging. Employees who are ineligible for the base salary increase may be eligible for the one-time bonus.

Questions regarding the base salary increase can be directed to Human Resources at [emprels@fau.edu](mailto:emprels@fau.edu).