

FY 2023-24 Staff Merit-Based Compensation Program

The FY 2023-24 Staff Merit-Based Compensation Program consists of a base salary increase and a one-time bonus.

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 **4% base salary** increase subject to the following eligibility criteria:

- Must have started employment at FAU by April 1, 2023.
- Must have demonstrated satisfactory performance.
- Received a rating of 3 or higher for the most current performance appraisal.
- 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 June 23, 2023.
- Employees who are covered by an individual employment agreement or contract.
- Employees whose positions are included in a union collective bargaining unit.
- Employees classified as Temporary/OPS (Other Personal Services), which include adjunct faculty, Post-Doctorial 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 this year, which will be determined based on performance, within the limits of available funds.

Process and Timeline:

The 4% increase will be calculated on the employee’s base salary as of July 1, 2023, and will be retroactive to July 8, 2023, the first pay period of the current fiscal year. The first paycheck date for the increase is Aug. 25, 2023.

One-Time Bonus

A one-time 2.5% bonus payment will be distributed to eligible employees before the 2023 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.

Questions regarding the base salary increase can be directed to Human Resources at emprels@fau.edu.