

2013 Legislative Bonuses Distribution Criteria

The 2013 General Appropriations Act provided funding for one-time lump sum bonuses in the amount of \$600 pursuant to Florida Statutes 110.1245(2). The statute provides a limitation on bonus distributions equal to 35 percent of each agency's total authorized positions.

The statute also establishes the following eligibility criteria:

1. The employee must have been employed prior to July 1 of that fiscal year and have been continuously employed through the date of distribution.
2. The employee must not have been on leave without pay consecutively for more than 6 months during the fiscal year.
3. The employee must have had no sustained disciplinary action during the period beginning July 1 through the date the bonus checks are distributed. Disciplinary actions include written reprimands, suspensions, dismissals, and involuntary or voluntary demotions that were associated with a disciplinary action.
4. The employee must have demonstrated a commitment to the agency mission by reducing the burden on those served, continually improving the way business is conducted, producing results in the form of increased outputs, and working to improve processes.
5. The employee must have demonstrated initiative in work and have exceeded normal job expectations.
6. The employee must have modeled the way for others by displaying agency values of fairness, cooperation, respect, commitment, honesty, excellence, and teamwork.

UWF signed an MOU with UFF providing the Deans the discretion to define the criteria within the constraints of the statute. In addition to the criteria prescribed in 110.1245(2), F.S. the Deans established the following criteria:

1. Any in-unit faculty member who received a notice of non-reappointment on or before April 1, 2014 is ineligible to receive a bonus.
2. Provided there are sufficient bonuses, all in-unit faculty who received an overall evaluation rating of Distinguished based on the Dean's overall rating shall receive a bonus. If the number of bonuses is insufficient to provide all faculty who have an overall Dean's rating of Distinguished a bonus award, then the awards will be distributed in order of the lowest to highest paid salary of each in-unit faculty member until the pool of bonuses is exhausted.
3. Any remaining bonuses will be allocated to each college/library so that each college/library can distribute an equivalent pro-rata share of bonuses based on each college's share of bonus awards to total number of in-unit faculty in the college.
4. Each college will then distribute their respective share of bonuses to the eligible in-unit faculty who received the next highest overall Dean's rating categories after Distinguished in order of the lowest to highest paid salary of each in-unit faculty member until the pool of bonuses is exhausted.
5. The 12-13 rating or most recent overall Dean's rating shall be used.
6. To determine the lowest to highest paid salary, any 12 month salaries will be converted to 9 month using a conversion factor of .818.