



University of Central Florida  
Board of Trustees Meeting  
October 6, 2016  
Millican Hall, 3<sup>rd</sup> floor, President's Boardroom  
Agenda  
8:00 a.m.  
800-442-5794, passcode, 463796

- |      |               |              |  |
|------|---------------|--------------|--|
| I.   | Call to Order |              | Marcos Marchena<br>Chairman, Board of Trustees   |
| II.  | Roll Call     |              | Rick Schell<br>Associate Corporate Secretary   |
| III. | New Business  |              | Chairman Marchena  |
|      | <b>BOT-1</b>  | Approval     | Textbook and Instructional<br>Materials Affordability<br>Annual Report   |
|      |               |              | A. Dale Whittaker<br>Provost and Executive Vice<br>President   |
|      | <b>BOT-2</b>  | Ratification | Article 11: Health and Safety<br>and Physical Fitness,<br>Article 20: Probationary<br>Periods and Promotions,<br>and Article 29: Wages of the<br>Collective Bargaining<br>Agreement with the Central<br>Florida Police Benevolent<br>Association |
|      |               |              | John Sprouls<br>Chair, Compensation and Labor<br>Committee   |
| IV.  | Adjournment   |              | Chairman Marchena  |

ITEM: BOT-1

**University of Central Florida  
BOARD OF TRUSTEES**

**SUBJECT:** Textbook and Instructional Materials Affordability Annual Report

**DATE:** October 6, 2016

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**PROPOSED BOARD ACTION**

Approval of the Textbook and Instructional Material Affordability Annual Report.

**BACKGROUND INFORMATION**

House Bill 7019 was passed during the 2016 Legislative Session and signed into law by Governor Scott on 04/14/2016 (Chapter 2016-236, Laws of Florida). An amendment to Section 1004.085 regarding textbook and instructional materials affordability requires each university to submit an annual report by September 30 of each year, beginning in 2016, to the Chancellor of the State University System. The report addresses the following:

- Required and recommended textbooks and instruction materials for general education courses;
- Specific initiatives on the university designed to reduce the costs of textbooks and instructional materials; and
- University policies for the posting of textbooks and instructional materials.

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**Supporting documentation:** Attachment A: Textbook and Instructional Materials Affordability Annual Report

**Prepared by:** Elizabeth Dooley, Dean of the College of Undergraduate Studies and Vice Provost for Teaching and Learning

**Submitted by:** Dale Whittaker, Provost and Executive Vice President for Academic Affairs

**State University System of Florida  
Textbook and Instructional Materials Affordability  
Annual Report**

**University of Central Florida**

\_\_\_\_\_  
University Submitting Report

Fall 2016  
Semester(s) Reported

\_\_\_\_\_  
Date Approved by the University Board  
of Trustees

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Chair, Board of  
Trustees

\_\_\_\_\_  
Date

\_\_\_\_\_  
Vice President for Academic  
Affairs

\_\_\_\_\_  
Date

1) Required and Recommended Textbooks and Instructional Materials for General Education Courses

- a) Explain the methodology used for identification of general education courses with wide cost variance, defining wide cost variance. At minimum, report wide cost variance by dollar amount and percentage.

To identify General Education Program (GEP) courses with wide cost variances, the University of Central Florida (UCF) calculated the average cost of textbooks across all sections of each GEP course where on average, the variance for any section is greater than \$125.00.

- b) Identify general education courses with wide cost variance among different sections of the same course. Is the cost variance justified with no actionable steps required or is follow-up required because the cost variance is not a justified variance? Describe the justification(s), if any.
- Required Textbooks and Instructional Materials

Course	Course Title	Section	Average Cost	Variance	Percent
AMH 2010	US History	8	\$92.12	\$166.00	54%
AMH 2010	US History	20	\$92.12	\$166.00	54%
PHY 2048	Physics Scientists and Engineers	202	\$270.10	\$154.90	62%

This fall, UCF began to adopt this new requirement. As a result, there is currently not a system in place to capture an instructor's reasoning for selecting textbooks and instructional materials with a wide cost variance. Collaborating with Barnes & Noble, the university's bookstore and faculty members, UCF's administration is exploring processes that will allow us to capture this information for future reporting periods.

- c) Describe the textbook and instructional materials selection process for general education courses with a wide cost variance among different sections of the same course.

A Faculty Committee or Course Coordinator typically selects the textbooks and instructional materials for courses designated as GEP. However, an individual faculty member selected course materials for sections eight and 20 of the AMH History 2010 course.

Due to its unique structure, an individual faculty member also selected course materials for PHY 2048 section 202. The course is offered as the "first part of a three-semester sequence introductory physics course and is explicitly designed for engineering, other science and pre-professional students who have the appropriate background in mathematics."

- d) What measures, if any, will be taken by the university to reduce wide cost variance among different sections of the same general education course?

To address cost variances, UCF will continue to educate faculty members on effective textbook affordability practices. For instance, the Faculty Enlight system provides instructors with an estimate of a student's cost of textbooks and instructional materials. This information enables faculty members to make conscious choices that will help students save money on the purchase of course materials.

Additionally, UCF will continue to partner with its bookstore, Barnes & Noble, to ensure innovative pricing options are available to students such as the NEW Price Match Program and the continuation of tiered rental programs.

- e) Explain the methodology used for identification of general education courses with high enrollment. What is the university threshold for a course to be identified as high enrollment?

The methodology used to define high enrollment courses is a total sum of enrollment across all sections of a GEP course, where the total enrollment is greater than 2,500 students. High enrollment GEP courses are BSC 2010, ENC 1101, ENC 1102, and MAC 1005. The university does not have a threshold for a course to be identified as high

enrollment.

- f) Describe the textbook and instructional materials selection process for general education high enrollment courses.

A Faculty Committee or Course Coordinator typically selects the textbooks and instructional materials for courses designated as GEP.

2) Specific Initiatives of the University Designed to Reduce the Costs of Textbooks and Instructional Materials

- a) Describe specific initiatives of the institution designed to reduce the costs of textbooks and instructional materials.

**Price Match Program.** Students compare the cost of course materials at off-campus bookstores (e.g., BN.com, Amazon, and local bookstores). If they find course materials at a lower cost, the on-campus Barnes & Noble bookstore will match that price. This program is also more convenient for students; they don't need to wait for materials to ship or leave campus.

**Rental Program.** Instead of purchasing course materials, students can rent new or used textbooks and course materials. On average, this options provides a cost savings of 80 percent or 71 percent respectively.

**Used Course Materials Option.** Instead of purchasing new course materials, students may select to buy previously used textbooks at a lower cost. Eighty-five percent of all textbook titles are available through this option.

**Digital Option.** Twenty-seven percent of textbooks are currently offered in a digital format.

- b) With implementation of the initiatives, has there been any reduction in cost of textbooks and instructional materials to the students? If there has been a reduction in cost, what is the average cost savings? Describe the average cost savings comparing fall semester to fall semester and spring semester to spring semester.

In the Spring 2016 semester, the Price Match Program produced an overall savings of \$62,883 for participating students.

The Rental Program produced an overall cost savings of \$2,216,220 in 2014, \$2,072,797 in 2015, and \$2,209,120 in 2016. In the past three years, student participation in the rental program has increased from 51.3 percent in 2014 and 2015 to 54.6 percent in 2016.

Renting new textbooks provides a savings of 20-35 percent and renting used textbooks provides a savings of 55-60 percent.

On average, used textbooks cost 25 percent less than a new ones.

Digital books provide a cost savings of 60 percent, compared to paper textbooks.

- c) With implementation of the initiatives, describe any reduction in cost variance among different sections of the same general education course. Describe the reduction in cost variance comparing fall semester to fall semester and spring semester to spring semester.

Data on specific GEP course variations was not collected before the recent enacting of the new legislation. Since that time, data has been collected, but enough data has not been gathered to complete a comparison of year-over-year semesters.

### 3) University Policies for the Posting of Textbooks and Instructional Materials

- a) Describe policies implemented to ensure the posting of textbook and instructional materials for at least 95% of all courses and course sections 45 days before the first day of class.

UCF's Regulation 2.032 Textbook Adoption was amended on July 15, 2016, to align with the recently amended Section 1004.085 of the Florida Statute requiring textbook or instructional material to be placed on the bookstore website 45 days before the first day of class for each term. In support of this regulation the following practices are in place:

- One hundred days before the start of the next semester, faculty members will receive a communication from the bookstore informing them the textbook adoption system is open and reinforcing the following:
  - textbook affordability as a priority,
  - pricing options available to students,
  - benefits of timely adoption, and
  - textbook adoption deadline.
- Subsequent communications, consisting of the "Courses Without Textbooks" list will be sent to deans, associate deans, department chairs, program directors, and administrative assistants 75, 60, and 45 days before the beginning of the term
- Textbook adoption deadlines are also posted on the academic calendar.
- Students can search for the required textbook or instructional material at <http://ucf.bncollege.com/webapp/wcs/stores/servlet/TBWizardView?catalogId=>

10001&langId=-1&storeId=16552. On this web site, students are made aware of the "price match" program, rental options and other affordable options.

- b) Report the number of courses and course sections and the total percentage of courses and course sections that were able to meet the textbook and instructional materials posting deadline for the academic year.

Year	Date	# of Courses	Percent	
<b>2016</b>	<i>Spring</i>			
	<i>Total</i>		6051	
	<i>1st Day</i>	1/11/2016	5749	95%
	<i>30-Day</i>	12/11/2015	5140	86%
	<i>Summer</i>			
	<i>Total</i>		2291	
	<i>1st Day</i>	05/16/2016	2038	89%
	<i>30-Day</i>	04/16/2016	1923	84%
	<i>Fall</i>			
	<i>Total</i>		6264	
	<i>1st Day</i>	8/22/2016	5684	91%
	<i>45-Day</i>	7/22/2016	4784	76%

- c) Report the number of courses and course sections and the total percentage of courses and course sections that were not able to meet the textbook and instructional materials posting deadline for the academic year.

Year	Date	# of Courses	Percent	
<b>2016</b>	<i>Spring</i>			
	<i>Total</i>		6051	
	<i>30-Day</i>	12/11/2015	911	14%
	<i>Summer</i>			
	<i>Total</i>		2291	
	<i>30-Day</i>	04/16/2016	368	16%
	<i>Fall</i>			
	<i>Total</i>		6264	
	<i>45-Day</i>	7/09/2016	1480	24%

- d) Report the number of courses that received an exception to the reporting deadline. Provide a description of the exception.

No exceptions were submitted for the Fall 2016 semester.

e) Are the policies effective in meeting the reporting requirement? If not, what measures will be taken by the university to increase faculty and staff compliance for meeting the reporting requirement?

With the recent changes in legislation and the implementation of new processes, the results of such have not yet been realized. The Vice Provost for Teaching and Learning will continue to work with the university bookstore on educating faculty, deans, and other administration, to make them aware of textbook affordability and to monitor impact.



**ITEM: BOT-2**

**University of Central Florida  
BOARD OF TRUSTEES**

**SUBJECT:** Article 11: Health and Safety and Physical Fitness, Article 20: Probationary Periods and Promotions, and Article 29: Wages of the Collective Bargaining Agreement with the Central Florida Police Benevolent Association

**DATE:** October 6, 2016

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**PROPOSED COMMITTEE ACTION**

Recommend ratification of the reopened articles of the Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the Central Florida Police Benevolent Association.

**BACKGROUND INFORMATION**

A three-year Collective Bargaining Agreement was negotiated between the University of Central Florida Board of Trustees and the Central Florida Police Benevolent Association for the period 2015-18. Pursuant to that agreement, the parties reopened negotiations in 2016 for the 2016-17 contract year. In those negotiations, the parties were able to reach agreement. The reopened articles, Article 11: Health and Safety and Physical Fitness, Article 20: Probationary Periods and Promotions, and Article 29: Wages, were ratified by unit employees on September 19, 2016. The Collective Bargaining Committee appointed to represent the University of Central Florida Board of Trustees recommends the approval of Article 11: Health and Safety and Physical Fitness, Article 20: Probationary Periods and Promotions, and Article 29: Wages.

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**Supporting documentation:** Article 11: Health and Safety and Physical Fitness, Article 20: Probationary Periods and Promotions, and Article 29: Wages

**Prepared by:** Maureen Binder, Associate Vice President and Chief Human Resources Officer

**Submitted by:** John Sprouls, Chair of the Compensation and Labor Committee

Article 11

HEALTH AND SAFETY AND PHYSICAL FITNESS

Section 1. The University shall comply with all federal and state health and safety laws and regulations which apply to the work performed by the bargaining unit employees covered hereunder. The University and the PBA agree to work cooperatively toward reducing job-related injuries and workers' compensation costs.

Section 2. The University and the PBA agree that employees covered hereunder must maintain a satisfactory level of physical fitness in order to safely and efficiently perform their assigned duties and serve and protect the citizens and the members of the University community.

Section 3. Employee Health and Safety

3.1 The University requires employees to use or wear health and safety equipment, which shall be provided by the University. ~~The University agrees to replace bullet resistant vests upon the expiration of the manufacturer's warranty. The bullet resistant vest shall be fitted to each individual officer. The University and the PBA also shall strongly encourage its officers to wear the vest but it shall not be mandatory, however, the university reserves the right to require the wearing of the vest under specified conditions or special circumstances.~~

3.1.1 The University agrees to provide individually fitted body armor to all sworn members.

3.1.2 All body armor issued must comply with protective and related requirements prescribed under current standards of the National Institute of Justice.

3.1.3 Body armor that is worn, damaged or expired shall be replaced by the University. Body armor that must be replaced due to misuse or abuse by the officer shall be paid for by the officer.

3.1.4 Officers shall wear only University-approved body armor.

3.1.5 Officers who are assigned to a uniformed function are required to wear body armor while engaged in field activities both on-duty and during off-duty employment, unless exempt as follows:

(a) When a physician determines that an officer has a medical condition that would preclude wearing body armor;

(b) When the department determines that circumstances make it inappropriate to mandate wearing body armor.

3.1.6 Non-uniformed sworn officers are required to wear body armor when responding to incidents where they may come into contact with suspects or where violence may take place.

3.2 When an employee believes an unsafe or unhealthy working condition exists, the employee shall immediately report the condition to his non-bargaining unit supervisor. The University and/or the Department shall investigate the employee's report and take whatever action is required under applicable health and safety laws or regulations.

Section 4. Each bargaining unit employee shall be required to successfully complete the Physical Abilities (Fitness) Test established by the Division of Criminal Justice Standards Training of the Florida Department of Law Enforcement. The physical abilities test measures specific physical abilities through participation in a series of job-related tasks as follows:

- (a) Exiting car/enter trunk.
- (b) 220 yard run.
- (c) Obstacle course.
- (d) Dummy drag.
- (e) Obstacle course (repeat).
- (f) 220 yard run (repeat).
- (g) Weapon fire (dry).
- (h) Enter trunk/enter car.

The test is intended to be conducted in a continuous fashion resulting in a total composite score (i.e., time to complete the course). The test will be administered on a pass/fail basis. The highest passing time an applicant may achieve on the physical abilities test is ~~7 minutes~~6:30 seconds. (Applicants scoring above ~~7 minutes~~6:30 seconds fail the test.) The parties agree that if the FDLE authorizes any alternatives to the activities listed in this section (a) thru (h), the parties shall consult regarding such changes.

Section 5. Each bargaining unit employee shall be required to take the physical abilities test on an annual basis at a time designated by the Department ~~normally~~ within the period from November 15 through April 15.

Section 6. The bargaining unit employee who achieves the best score in the following age categories on the testing date shall receive a "Well Qualified" physical fitness pin for those outstanding performers.

- Unit members who are not older than age twenty-nine (29)
- Unit members who are at least age thirty (30) and not older than thirty-nine (39)
- Unit members who are at least age forty (40) and not older than forty-nine (49)
- Unit members who are at least age fifty (50)

Such awards shall be returned by unit members prior to the next annual awards ceremony.

Section 7. No employee will be eligible for any wage increase without having passed a physical abilities test at least once in a two-year period prior to the date the raise is to be awarded. If an employee is unable to medically perform the physical abilities test and the University has granted a medical waiver, such employee shall be required to take the test within thirty (30) days of release from the medical waiver. If an employee is on a pre-approved leave of absence and is unable to take the physical abilities test on the assigned date, such employee shall be assigned and required to take the test within thirty (30) calendar days of returning to duty.

Section 8. An employee who has a bona fide medical condition or injury which prevents taking the physical abilities test (or a portion thereof) will be dealt with on an individual basis. In all such cases, the University Physician will determine the nature and extent of the employee's medical condition or injury; whether the test should be postponed pending resolution of the employee's medical condition or injury (if such medical condition or injury is temporary); whether the test may be modified so as to accommodate the employee's medical condition while still measuring the same physical abilities; and such other medically-related issues which facilitate proper measurement of the physical abilities necessary to successfully perform the employee's job.

Section 9. The University, at its discretion, may send any employee covered hereunder for a medical and/or psychological examination where there is a reason to believe that he is unfit for duty. Such examinations shall be conducted at no cost to the employee and shall be administered while the employee is on duty or is otherwise in paid status.

Section 10. In the event the examination set forth in section 7 and/or section 8 above determines the need for additional tests or information, the University will bear the cost associated with such additional tests, if so ordered, including the opinion(s) of additional physicians and/or psychologists.

Section 11. Nothing in this Article will prevent the employee from obtaining their own medical and/or psychological examination at the employee's expense to be utilized in the grievance procedure.

Article 20

PROBATIONARY PERIODS AND PROMOTIONS

Section 1. Probationary Periods:

1.1 Each Law Enforcement Officer serves a probationary period of at least one year, which must include at least ~~six~~seven (7) months of active service following successful completion of FTO.

1.2 Law Enforcement Corporals and Sergeants serve a ~~one~~-year probationary period that begins on the date of appointment.

1.3 Police officers serving their initial (entry) probationary period shall not be permitted to utilize the contractual grievance/arbitration procedure to contest discharge or other disciplinary action taken during probationary periods.

1.4 Bargaining unit employees serving a promotional probationary period shall be permitted to utilize the contractual grievance procedure for all purposes; except that a grievance challenging removal from the promotional position prior to the conclusion of the promotional probationary period shall be limited to Step 3 of the grievance procedure. (Utilizing an arbitrary and capricious standard)

Section 2. The filling of vacant positions should be used to provide career mobility for employees and should be based on the relative merit and fitness of the applicants. The University shall fill a vacant position with the qualified list of candidates passing the written test, who, in its judgment, is most qualified to perform the duties as described in the class specification, and position description.

2.1 A written exam will be required of all employees who wish to be considered for a promotion and meet the minimum requirements as stipulated in Sections 2.13 and 2.14. Written exams will be based upon a job task analysis of the class of positions being tested and an assessment of the knowledge, skills, and abilities necessary to perform the requirements of the classes. The passing score that must be obtained will be seventy-five percent (75%).

2.2 An employee must submit a request to take ~~the~~a promotional exam to the UCF Human Resources office no later than the first business day after January 1 of each calendar year. Such request shall indicate the class(es) to which the employee would like to be promoted.

2.3 Employees will be notified in writing of their eligibility or ineligibility for the class(es) to which he applied for promotion. Sergeant and corporal promotional exams shall be given on even numbered years. Police Officer First Class promotional examinations shall be given on odd numbered years.

2.4 The Exam Administrator is to notify the University Human Resource Office and the Director (Chief) no later than January 15 of each calendar year, regarding: the date(s) of the exam; the place where the exam will be administered; the major categories to be covered by the

exam; and the bibliography of courses from which exam questions have been taken (e.g., name of textbooks, departmental policies, general orders, special orders, etc.).

2.5 No later than February 1st of each calendar year, the University shall furnish to those eligible employees whose exam requests are on file in the University, a copy of the "NOTICE OF PROMOTIONAL EXAM" issued by the Exam Administrator. Only those employees whose names are furnished to the Exam Administrator will be eligible to take the promotional exam.

2.6 The Exam Administrator will notify each employee who takes a promotional exam of the exam results. The exam results shall also be provided to the Director (Chief).

2.7 Placement on the appropriate promotional list will be based on passing the written examination.

2.8 If the University uses oral interviews, at least one (1) of the interviewers must be from an outside law enforcement agency. The local PBA representative will be provided the names of the individuals to serve on the interview committee. Questions asked at the oral interview will be limited to those that are clearly job related and the same questions will be asked of all applicants.

2.9 The University promotional list shall be effective July 1st of each calendar year the exam is administered. Names shall be retained on the promotional list for a period of two (2) ~~promotional testing cycles, counting the initial placement on a promotional list as the first cycle-years.~~

2.10 The University's promotional list, consisting of the name, final passing score, and position on the appropriate list, shall be posted.

2.11 Except where a vacancy is filled by demoting a law enforcement employee or by reassignment, the only employees who may be considered for a vacancy shall be those having passed the written promotional exam and are on the University's promotional list. All qualified employees shall be interviewed in such case.

2.12 Employees who do not receive a promotion for which they applied will retain their position on the promotional list. When an employee declines a promotional job offer, the employee shall not be considered for promotion for the duration of that list.

2.13 Any certified police officer with (i) a minimum of three (3) consecutive years of employment in the Department as a certified law enforcement officer; or (ii) a minimum of one consecutive year in the Department as a certified law enforcement officer plus a minimum of four consecutive years of other certified law enforcement officer experience immediately prior to the promotional examination shall be eligible to take a promotional examination for Sergeant if he otherwise meets all of the qualifications for the promotion. Service as a Corporal shall not be a prerequisite for promotion to Sergeant. Any combination of experience identified above may be used, so long as there is one year of certified law enforcement officer experience in the Department.

2.14 Any certified police officer with (i) a minimum of two (2) consecutive years of employment in the Department as a certified law enforcement officer; or (ii) a minimum of one

consecutive year in the Department as a certified law enforcement officer plus a minimum of two consecutive years of certified law enforcement experience in another law enforcement agency immediately prior to the promotional examination shall be eligible to take a promotional examination for Corporal if he otherwise meets all of the qualifications for the promotion. Any combination of experience may be used, so long as there is one year of certified law enforcement officer experience in the Department.

2.15 No employee shall be eligible for promotion unless he has been ranked overall "Satisfactory" or higher on his last two (2) Performance Evaluations. No employee shall be eligible for promotion if he has received formal disciplinary action for an incident occurring within twelve (12) months prior to the actual appointment (promotion).

2.16 Definition. For purposes of this article, the terms certified or certification shall refer to the official date of law enforcement certification as determined by the Florida Department of Law Enforcement.

### Section 3. Police Officer First Class Program

3.1 Those officers meeting the eligibility requirements to take the promotional examination for corporal shall be eligible to test for Police Officer First Class.

3.2 Promotion to the rank of Police Officer First Class shall be based exclusively on the results of a written test. The examination request process, notification process and testing process shall be the same as indicated in 2.1, 2.2, 2.3, 2.4, 2.5 and 2.6.

3.3 All officers who receive a passing score on the Police Officer First Class examination shall be promoted to the rank of Police Officer First Class.

3.4 Officers who attain the rank of Police Officer First Class shall receive a one-time payment of \$1,000 to reward their promotion. After the year of promotion, for each full calendar year in which an officer holds the rank of Police Officer First Class, the officer will be paid a bonus of \$1,000 in January following that calendar year.

Article 29

WAGES

Section 1. Salary Increases. For Fiscal Year ~~20152016-16~~17, the University will implement a ~~three (3) percent~~ 2.5% across-the-board salary increase to eligible employees. This agreement does not infringe upon any legislative increases which may be authorized by the Florida legislature above the contractual percentages established in this Article. In the event that any increase provided for in this subsection would have the effect of increasing a unit member's salary above the maximum pay for the range, the unit member's base salary shall be raised to the extent permitted without exceeding the maximum range. Any additional amount needed to total the applicable percentage contained herein shall be paid to the unit member as a one-time supplement that does not become part of his base salary.-

Section 2. Eligibility Criteria for Salary Increases

2.1 Employees are eligible for the increases referenced in this article unless an employee has a current performance appraisal evaluation rating of not meeting performance standards in effect on the date salary increases are implemented.

2.2 Employees are eligible for the increases referenced in this article if they were employed in a regular position on June 30, 201~~6~~5, and continuously employed until the administration of the increases.

2.3 Employees who have given notice of a resignation or received notice of termination of employment prior to the implementation of such salary increases shall be ineligible.

Section 3. The pay ranges for each of the respective ranks are as follows:

1. Officer: \$40,~~400~~00 - \$54,~~000~~540
2. Corporal: \$45,~~000~~450 - \$59,~~000~~600
3. Sergeant: \$5~~10,0~~500 - \$70,~~000~~700

Once an officer is sworn and certified, the Law Enforcement Officer shall receive no less than 95 percent of the minimum salary for a two-~~month~~ month period during the Law Enforcement Officer FTEP. After this two-~~month~~ month initial training period, the Law Enforcement Officer shall receive no less than the minimum salary listed above for the duration of the FTEP.

Section 4. Other Funds. Eligible employees whose salaries are funded from a contract, grant, auxiliary, or local fund shall receive salary increases equivalent to employees whose salaries are funded from E&G sources, provided that such salary increase funds are available within the contract, grant, auxiliary, or local fund. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not available, the University shall seek to have the contract or grant modified to permit such increases.



Section 5. Nothing contained herein prevents the University from providing salary increases beyond those increases specified. Prior to such salary increases being administered, the University shall adhere to the required statutory obligations as contained in FS Chapter 447.

Section 6. Investigations Unit. ~~Law Enforcement Officers and Corporals~~ Any bargaining unit member assigned to work in the Investigations Unit will receive a five (5) percent differential added to base pay for the period of assignment to Investigations. ~~Sergeants assigned to work in the Investigations Unit will receive no change in base pay for the period of their assignment.~~

Section 7. Field Training Officer (FTO) Pay. FTO pay shall be at the rate of ~~twenty-five (25)~~ thirty five (35) dollars per shift.

Section 8. K-9 Handlers will receive an additional ~~thirty-fourty-five (4530)~~ minutes of compensable time per calendar day while assigned to handle a department canine.