



University at Buffalo
The State University of New York

2011 - 2016 Contractual Salary Increases for CSEA

Compensation Type	Eligibility Criteria	Detail	Effective Date	Paycheck Date
Lump Sum Retention, \$775	Must be employed on date of contract ratification and in continuous service until 4/1/13	Amount is prorated for part-time and hourly employees	NA	4/24/13
Lump Sum Retention, \$225	Must be employed on date of contract ratification and in continuous service until 4/1/13	Amount is prorated for part-time and hourly employees	NA	4/23/14
Across-the-Board, 2%	On payroll as of 3/26/14	2% of 3/26/14 salary	3/27/14	4/23/14
Across-the-Board, 2%	On payroll as of 3/31/15	2% of 3/31/15 salary	April 2015	April 2015
Performance Advance	One year of service in grade, rated satisfactory and salary below job rate	Added to base salary; paid at beginning of Payroll Period 1 (April) and/or 14 (Oct) of each contract year	3/29/12 9/27/12 3/28/13 9/26/13 3/27/14	4/25/12 10/24/12 4/24/13 10/23/13 4/23/14
Longevity Increase *	Salary at/above job rate for 5-9 years - \$1,250 Salary at/above job rate for 10+ years - \$2,500	Paid as a lump sum at beginning of Payroll Period 1 (April) and/or 14 (Oct) of each contract year	NA	4/25/12 10/24/12 4/24/13 10/23/13 4/23/14

* 5-year longevity payment \$1,250; 10-year longevity payment \$2,500. Prorated for part-time employees.