



FSA Compensation Policy

General Principles:

1. When working for the FSA, members should receive remuneration similar to what they would have received had they continued in the regular position at UFV from which they are released. Members should not be disadvantaged by working for the FSA.
2. To facilitate teamwork and goodwill, compensation is at least level I on the faculty scale. Compensation is provided at the present UFV pay or level I on the faculty scale; whichever is greater.

To whom the policy applies:

The policy applies to members who have one half or greater release from their regular UFV position to perform FSA duties.

Salary:

A member's UFV pay is determined by what the member would be making at the time in his or her regular UFV position. The UFV pay takes into account increments the member would have received in his or her regular UFV position, as determined by UFV. The increment dates remain unchanged. A member's FSA pay is given by either their UFV pay or level I on the faculty scale; whichever is greater.

Vacation entitlement:

A member's UFV vacation entitlement is determined by his or her vacation entitlement at the member's regular UFV position. A member's vacation entitlement while at the FSA is given by either his or her UFV vacation entitlement or 40 days; whichever is greater. In the case where it is anticipated that an executive member will not be able to take their allotted vacation time due to work demands, this situation will be discussed and where possible, compensation approved by the Executive in advance.

When the policy applies:

The policy begins when the member's FSA term of office begins. If a member serves only a portion of the year with the FSA, the member's FSA pay and FSA vacation entitlement are pro-rated for their time served.

Amended by the Executive Committee on April 26, 2012