
Florida State University Negotiations

FSU Board of Trustees
And
United Faculty of Florida

August 16, 2004

Introduction

This outline of the Board's priorities for the administration of compensation and wages for fiscal year 2004-2005 is intended to be an illustration for the purposes of encouraging and facilitating the collective bargaining process.

Statement of Priorities

The following constitutes a listing of priorities to be considered in the formulation of the Board's compensation policy for 2004-2005. These categories are neither listed by order of importance nor by order of the amount of funds to be committed to them in the budget. All expenditures on wages and compensation are subject to the availability of funds, operational necessities and collective bargaining.

- ❖ Funding of Promotional Increases
- ❖ Wage Adjustments Based on Meritorious Performance
- ❖ Adequate Funding for the Recruitment of Faculty
- ❖ Compensation to Address Payroll Inequities and Encourage a Fully
Diverse Workforce
- ❖ Funds for Counter-offers, Awards and Settlements of Legal Claims
- ❖ Funds Allocated for All Employees

Common Ground

A comparison of our structure of wage administration with the UFF proposal notes the following general similarities in areas of wage administration:

Market Equity	←————→	Funds to Encourage a Diverse Workforce by Addressing Wage Inequities
Sustained Merit	←————→	Merit
Exceptional Merit	←————→	Merit
Cost of Living	←————→	Funds Allocated for All Unit Employees
Promotion Based Increases	←————→	Promotion Based Increases
Counter-Offers, Awards, Settlements	←————→	Counter-Offers, Awards, Settlements

Issues for Discussion and Resolution

The following issues are identified as likely matters requiring discussion and resolution through the bargaining process:

- ❖ Sustained Merit Program versus Existing Merit Increase Model
- ❖ Market Equity versus Emphasis on Achieving a More Diverse Workforce Through Equity Pay Actions
- ❖ Enhanced Promotional Pay for Certain Promotion Actions
- ❖ Criteria for Use of Counter-Offers

Note: The amounts to be committed for each of these categories likewise need to be addressed.