

ARTICLE 23 (DRAFT)
SALARIES

23.1 Legislative Pay Benefit.

(a) The Board shall provide all eligible bargaining unit employees with the pay benefit as appropriated by the 2004 Florida Legislature in the General Appropriations Act. Effective December 1, 2004 from the funds provided in Specific Appropriation 2065A by the Florida Legislature, each eligible employee shall receive a non-recurring one-time lump sum bonus payment of one thousand dollars (\$1,000.00) which shall include applicable taxes and withholding.

(b) Each eligible part-time employee shall receive a bonus payment prorated based on the full-time equivalency of his or her position.

(c) To be eligible the employee must be employed on July 1, 2004 and must be continuously employed through December 1, 2004.

23.2 Departmental Merit.

(a) The Board shall provide funds equivalent to an amount of two percent (2%) of the annual base salary for the bargaining unit to be utilized for departmental merit pay increases

(b) These increases will be provided consistent with the criteria and procedures defined in Section 10.4 of this Agreement.

(c) These merit increases will be made to adjust the base salary rate of the bargaining unit member receiving the benefit.

(d) Employees on grants or contracts shall receive salary increases provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the grant or contract. Nothing herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement.

Approved _____
For the Florida State University
Board of Trustees

Approved: _____
For the United Faculty of Florida/FSU

Date: _____
31257-1

Date: _____

23.3 Promotion Increase.

(a) Promotion increases shall be granted to employees pursuant to Article 14. These increases shall be granted in an amount equal to nine percent (9%) of the employee’s previous year’s base salary rate in recognition of their promotion:

To Assistant Professor, Associate in _____, and Assistant University Librarian:

To Associate Professor, Associate in _____, Associate Scholar/Scientist, Associate Engineer and Associate University Librarian;

(b) These increases shall be granted in an amount equal to twelve percent (12%) of the employee’s previous year’s base salary rate in recognition of their promotion:

To Professor, Scholar/Scientist, Engineer, and University Librarian.

23.4 Report to Employees. All employees shall receive notice of their salary increase. Upon request, an employee shall have the opportunity to consult with the person or committee responsible for the recommendation for salary increases.

23.5 Other Wage Adjustments. In accordance with the established procedures for increases to salary the University may adjust salaries to address market or diversity equity: to make counteroffers to verified offers of other employment; to address documented compression or inversion; to reward employees for increased duties and responsibilities; to reward employees for special achievements, or to settle or resolve threatened or actual litigation.

23.6 Grievability. The only issues that may be brought as a grievance under Article 20 of this Agreement is an alleged violation of unlawful discrimination in the administration of wages or whether there is an arbitrary or capricious application of this Article.

23.7 Type of Payment.

(a) Duties and responsibilities assigned by the university to an employee which do not exceed the available established FTE for the position shall be compensated through the payment of Salary not by OPS.

(b) Duties and responsibilities assigned by the university to an employee which are in addition to the available established FTE for the position shall be compensated through OPS and not Salary.

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