MEMORANDUM OF AGREEMENT
BETWEEN
FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
AND AFSCME, Public Employees Council 79

Fiscal Year 2011-2012 One-time Non-recurring Lump Sum Bonus for eligible employees at the Florida State University School, Inc.

WHEREAS, Florida State University Board of Trustees (hereinafter FSU) and the Florida Public Employees Council 79, American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter AFSCME) are parties to a Collective Bargaining Agreement for the Operational Services Unit, the Administrative and Clerical Unit, and the Other Professional Unit employees, and

WHEREAS, The parties are desirous of implementing a 3% one-time non-recurring bonus for Fiscal Year 2011-2012 for eligible employees at the Florida State University School, Inc.

NOW, therefore, the Parties hereby agree as follows:

1. For Fiscal Year 2011-2012 the University will implement a one-time nonrecurring bonus based on 3% of each eligible employee’s base rate of pay as follows:
   A. Each eligible employee, as defined herein, shall receive, on or about November 18, 2011, a one-time nonrecurring bonus payment based on 3% of their base rate of pay as of October 28, 2011, less applicable taxes and withholding. Each eligible part-time employee shall receive a nonrecurring bonus payment prorated based on the full-time equivalency of his or her position.
   B. To receive a one-time non-recurring bonus, the employee must be employed on or before September 9, 2011, and be in active payroll status on October 28, 2011.
   C. An “eligible” employee must have received a satisfactory evaluation, or, if an evaluation has not been done, meet his/her required performance standards. If an ineligible employee achieves performance standards subsequent to the one-time non-recurring bonus implementation date, and before the end of the fiscal year, the employee shall receive the one-time non-recurring bonus. Such delayed bonus shall be effective on the date the employee becomes eligible.

For FSU:

Renisha Gibbs, Chief Negotiator
10/3/11
Date

For AFSCME:

Theodore Pye, Sr., Chief Negotiator
10/3/11
Date
D. An employee not in pay status on or before October 28, 2011, for the one-time non-recurring bonus, but who returns to pay status before June 30, 2012, will receive the one-time non-recurring bonus at that time, as long as s/he meets all the eligibility requirements outlined above.

2. Complaints with respect to the distribution of the one-time non-recurring lump sum bonus under this Memorandum of Agreement shall not be grievable.

For FSU:

[Signature]
Renisha Gibbs, Chief Negotiator

10/3/11
Date

For AFSCME:

[Signature]
Theodore Pye, Sr., Chief Negotiator

10/3/11
Date