

FSU Procedures
USM Policy on Vesting of Certain Rights upon Implementation of Phase I
Nonexempt of the USM Pay Program

(Approved by the Board of Regents, Effective July 1, 1996. Amendments approved by the BOR
February 2, 1996; Amended October 9, 2015).

I. Purpose

Administration of USM Policy VII-9.00 – Vesting of Certain Rights upon Implementation of Phase I – Nonexempt of the USM Pay Program.

II. Definitions

A. Vesting: For purposes of this policy, continued application of certain policies to a nonexempt employee. This vesting shall cease when the employee accepts a promotional transfer or reclassification to the exempt group. After that time, the employee shall be governed by all policies and procedures applicable to his/her new job class and new job group.

III. General Guidelines

The Office of Human Resources (OHR) is designated as administrator of the afore-referenced policy. All questions regarding FSU procedures in regard to the policy should be referred to that office.

IV. Other

Agreements negotiated by Memorandum of Understanding (MOU) or recognized bargaining units will supersede, if so specifically written portions of this procedure.

V. References

USM Policy VII-9.00 – Vesting of Certain Rights upon Implementation of Phase I – Nonexempt of the USM Pay Program.

All policies and procedures are available on:

- FSU Web Page
- USM Web Page