



**Board of Trustees  
Compensation and Labor Committee**

**Teleconference Meeting**

**August 5, 2014**

**10:30 a.m.**

**President's Boardroom Millican Hall, 3<sup>rd</sup> floor  
800-442-5794, passcode 463796**

**AGENDA**

**I. CALL TO ORDER**

John Sprouls  
*Chair of the Compensation and  
Labor Committee*

**II. MEETING MINUTES**

- Approval of the November 14, 2013, and November 18, 2013, meeting minutes

Chair Sprouls

**III. NEW BUSINESS**

- Discussion of the annual presidential performance and compensation review cycle and assessment questions (INFO-1)

Chair Sprouls  
Marvin Pyles  
*Associate Vice President and  
Chief Human Resources Officer*

**IV. CLOSING COMMENTS**

Chair Sprouls



**Board of Trustees  
Compensation and Labor Committee Meeting  
Live Oak Center  
November 14, 2013**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 9:19 a.m. Committee members Olga Calvet, Clarence Brown, Ray Gilley, and Marcos Marchena were present.

**MEETING MINUTES**

The minutes of the October 23, 2013, meeting were approved as submitted.

**NEW BUSINESS**

Article 13: Workday, Work Period, and Overtime and Article 29: Wages of the Collective Bargaining Agreement with the Central Florida Police Benevolent Association (CLC-1)

The reopened articles of the 2012-15 collective bargaining agreement with the Central Florida Police Benevolent Association were presented to the committee. Pursuant to the 2012-15 collective bargaining agreement with the Police Benevolent Association agreement, the parties reopened negotiations in 2013 for the 2013-14 contract year on Article 29 (Wages) and Article 13 (Workday, Work Period, and Overtime). The parties were able to reach agreement on the two articles. Article 13 was revised to include a \$.50 an hour shift differential starting July 2014. Article 29 was revised for a two-year agreement on wages, resulting in no salary increase negotiations for the 2014-15 contract year. The revisions included the legislative increase of \$1,000, a 3 percent salary increase for officers with less than five years of service, and a 5 percent salary increase for officers with five years or more of service. After discussion, committee members unanimously approved recommending ratification of the reopened articles to the board.

Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County, and Municipal Employees (CLC-2)

The 2013-16 collective bargaining agreement with the American Federation of State, County, and Municipal Employees was presented to the committee. Negotiations for this successor three-year agreement included revising some articles with clarifying language. Article 7 (Wages) was revised with the legislative increases of \$1,400 for employees with salaries under \$40,000, and \$1,000 for employees with salaries \$40,000 or over, and the university salary increase of one percent across the board effective after ratification by both parties. Also included in the revisions was the legislative merit lump sum payments for June 2014 where up to 35 percent of the employees in the unit will receive a one-time lump sum payment of \$600 for merit. After

discussion, committee members unanimously approved recommending ratification of the new agreement to the board.


2013-16 Performance Incentive Measures and Goals (CLC-3)

The Performance Incentive Measures and Goals for the 2013-16 cycle had been presented to the committee at their October 23, 2013, committee meeting. The committee approved the agenda item, but the committee requested an explanation of the range between the minimum and maximum levels of the proposed philanthropy goals. Prior to their meeting on November 14, 2013, Chair Sprouls spoke with Bob Holmes, Vice President for Alumni Relations and Development and CEO of the UCF Foundation, to get clarification for the committee. Chair Sprouls explained that the result of the clarification is to lower the minimum goal by \$10 million and increase the maximum goal by \$10 million. After reviewing the revised goals, the committee members unanimously approved the 2013-16 Performance Incentive Measures and Goals as revised.

**CLOSING COMMENTS**

There being no further discussion, Chair Sprouls adjourned the meeting at 9:30 a.m.

Respectfully submitted:

  
\_\_\_\_\_  
Mark A. Roberts  
Associate Vice President and  
Chief Human Resources Officer

November 14, 2013  
Date



**Board of Trustees  
Compensation and Labor Committee  
Presidents Boardroom, Millican Hall, 3<sup>rd</sup> floor  
November 18, 2013**

## **MINUTES**

### **CALL TO ORDER**

Chair John Sprouls, called the meeting to order at 10:33 a.m. Committee members Clarence Brown and Ray Gilley were present; Olga Calvet and Marcos Marchena attended via teleconference.

### **NEW BUSINESS**

#### Discuss Board's authority at impasse

Youndy Cook, Deputy General Counsel, explained that the committee was requested to resolve only those disputed items presented by either party to the board. The disputed items at this meeting are regarding Article 3 (UFF Privileges) and Article 23 (Salaries).

### **IMPASSE PRESENTATIONS AND DISCUSSION**

#### United Faculty of Florida and University of Central Florida

University of Central Florida and the United Faculty of Florida presented impasse resolution recommendations for Articles 3 (UFF Privileges) and 23 (Salaries). The parties had mutually agreed to bypass the Special Magistrate procedure and submit the disputed issues at impasse directly to the Board of Trustees for resolution. Candi Churchill, Service Unit Director for the UFF, presented UFF's position. Michael Mattimore, counsel representing the University of Central Florida, presented arguments on behalf of the university. Each side was allotted equal time to present its position regarding the articles in dispute.


The Committee determined, by unanimous vote of those present, to make the following recommendation to the Board of Trustees for resolution of the disputed issues at impasse: (1) grant a .5 percent across the board salary increase effective the first pay period subsequent to ratification by both parties in Article 23 (Salaries); and (2) adopt the version of Article 3 (UFF Privileges) proposed by the Administration, which provides no release time units to UFF but continues other UFF privileges.

### **CLOSING COMMENTS**

There being no further discussion, Chair Sprouls adjourned the meeting at 12:15 p.m.

**DRAFT**

Respectfully submitted:



\_\_\_\_\_  
Mark A. Roberts  
Associate Vice President and  
Chief Human Resources Officer

November 18, 2013

Date

# INFO-1

## I. Administrative Leadership

This relates to the president's leadership of the

- provost and executive vice president [Tony Waldrop oversees the vice president for research and commercialization (M.J. Soileau), the vice president for student development and enrollment services (Maribeth Ehasz), and the deans]
- the other vice presidents (Scott Cole, Helen Donegan, Deborah German, Al Harms, Bob Holmes, Dan Holsenbeck, Bill Merck, and Rick Schell) and vice president and director of athletics (Todd Stansbury)
- equity accountability plan and affirmative action plan

**Would you like to make any comments relating to the president's administrative leadership?**

## II. Budget and Finance

Such matters primarily relate to the

- provost and executive vice president, who is responsible for academic expenditures
- vice president for administration and finance and chief financial officer, who is responsible for administrative and general areas
- vice president for medical affairs, who is responsible for the College of Medicine and UCF Pegasus Health expenditures
- vice president for student development and enrollment services, who is responsible for housing and student affairs
- vice president for alumni relations and development and CEO of the UCF Foundation for all expenditures relating to the UCF Foundation
- vice president and director of athletics for all expenditures related to intercollegiate athletics

**Would you like to make any comments relating to the president's direction and oversight of budgetary and financial affairs?**

## III. External Relations

This includes the vice president for university relations for federal, state, and local lobbying efforts; vice president for community relations for community outreach; vice president for administration and finance and chief financial officer; the vice president for alumni relations and development and CEO of the UCF Foundation; the vice president for strategy, marketing, communications, and admissions; and the vice president and director of athletics. This assessment should also include the president's relationship and effectiveness with the Board of Governors and its staff, as well as the president's influence on economic or community development.

**Would you like to make any comments relating to the president's direction and oversight of external relations?**

## IV. Academic Leadership

Such matters primarily relate to the provost and executive vice president, deans for academic programs, and the vice president for research and commercialization

**Would you like to make any comments relating to the president's direction and oversight of academic affairs?**

# INFO-1

## V. Medical Affairs

Such matters primarily relate to the vice president for medical affairs.

**Would you like to make any comments relating to the president's direction and oversight of medical affairs?**

## VI. Fund-raising

Such matters primarily relate to the vice president for alumni relations and development and CEO of the UCF Foundation and the vice president and director of athletics.

**Would you like to make any comments relating to the president's direction and oversight of fund-raising?**

## VII. Relationship with the Board of Trustees

Relationship with the Board of Trustees refers to the quality of relations between the president and the Board.

**Would you like to make any comments relating to the president's relationship with the Board of Trustees?**

## VIII. Vision

Vision relates to the president's vision for UCF's role in the community, state, and nation.

**Would you like to make any comments relating to the president's vision for the university?**

## IX. Personal Characteristics

Relates to the president's expression of the following personal characteristics:

Integrity

Ethics

Collaboration

Professionalism

Valuing diversity

**Would you like to make any comments relating to the president's personal characteristics that impact his effectiveness?**

## X. Other Comments

**Would you like to make any additional comments that have not already been covered in any of the areas above regarding the president's stewardship of UCF?**

## XI. Closing

**Considering the president's overall performance over the past year, please indicate an overall assessment in one of the following categories: unsatisfactory, conditional, satisfactory, above satisfactory, or outstanding.**