



**Board of Trustees  
Compensation and Labor Committee Meeting  
President's Boardroom, Millican Hall, 3<sup>rd</sup> Floor  
September 5, 2014**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 11:00 a.m. Committee members Olga Calvet, Marcos Marchena, Jim Atchison, Ray Gilley, and Clarence Brown attended via teleconference. Trustees Beverly Seay and Richard Crotty attended via teleconference.

**NEW BUSINESS**

Article 3: UFF Privileges and Article 23: Salaries of the Collective Bargaining Agreement with the United Faculty of Florida (CLC-1)

The reopened articles, Article 3: UFF Privileges and Article 23: Salaries of the 2012-15 Collective Bargaining Agreement with the United Faculty of Florida were presented to the committee. Pursuant to that agreement, in July 2014 the parties began renegotiations for the agreement term September 1, 2014, through August 31, 2015. Sherry Andrews, Associate General Counsel, explained the results of the negotiations were a 3 percent across-the-board salary increase and a 2 percent merit pool for salary increases based on the most recent performance evaluation. The university also received the ability to provide administrative discretion increases when warranted. After discussion, committee members unanimously approved recommending ratification of the reopened articles to the board.

Article 13: Workday, Work Period, and Overtime and Article 20: Promotions of the Collective Bargaining Agreement with the Central Florida Police Benevolent Association (CLC-2)

The reopened articles of the 2012-15 Collective Bargaining Agreement with the Central Florida Police Benevolent Association were presented to the committee. Pursuant to that agreement in August 2014, the parties reopened negotiations for the 2014-15 contract year on Article 13: Workday, Work Period, and Overtime and Article 20: Promotions. Marvin Pyles, Associate Vice President and Chief Human Resources Officer, explained that the parties were able to reach agreement on the two articles. Article 13: Workday, Work Period, and Overtime was revised to allow flexibility in the scheduling of officers. Article 20: Promotions was revised to reduce the cumbersome nature of determining and tracking eligibility of officers for promotion. After discussion, committee members unanimously approved recommending ratification of the reopened articles to the board.

Memorandum of Understanding for Salary Increases and Merit Pay Adjustments between the University of Central Florida Board of Trustees and the Central Florida Police Benevolent Association (CLC-3)

Pyles explained that the parties reached agreement on a memorandum of understanding for salary increases for the 2014-15 contract year. The results of the agreement were for employees to receive a 2 percent across-the-board salary increase and a 1 or 2 percent merit pay increase that would be determined by the rating of their last performance appraisal. After discussion, committee members unanimously approved recommending ratification of the memorandum of understanding to the board.

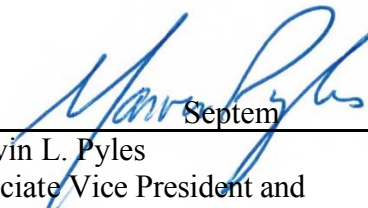
Article 7: Wages and Article 13: Change in Assignment of the Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees (CLC-4)

The reopened articles, Article 7: Wages and Article 13: Change in Assignment of the 2013-16 Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees were presented to the committee. Pursuant to that agreement, the parties reopened negotiations in September 2014 for the 2014-15 contract year. Pyles explained that the parties were able to reach agreement on the two articles. Article 7: Wages was revised to include a 3 percent across-the-board salary increase and a 2 percent discretionary merit increase. Article 13: Change in Assignment was amended to clarify language concerning reassignment pertaining to employee job duties. After discussion, committee members unanimously approved recommending ratification of the reopened articles to the board.

**CLOSING COMMENTS**

There being no further discussion, Chair Sprouls adjourned the meeting at 11:15 a.m.

Respectfully submitted:

  
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Marvin L. Pyles  
Associate Vice President and  
Chief Human Resources Officer

September

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Date