



**Board of Trustees
Compensation and Labor Committee Meeting
April 12, 2012
Millican Hall 308**

MINUTES

CALL TO ORDER

Trustee John Sprouls, chair of the Compensation and Labor Committee, called the meeting to order at 9:05 a.m. Committee member Ray Gilley was present. In addition to Chair Sprouls, committee members Olga Calvet, Jim Atchison, and Marcos Marchena attended via teleconference.

MEETING MINUTES

The minutes of the October 27, 2011, meeting were approved as submitted.

NEW BUSINESS

Chair Sprouls asked Mark Roberts, Assistant Vice-President and Chief Human Resources Officer, to explain to the committee the reopened articles of the Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees. Mr. Roberts said that pursuant to their 2010-13 agreement, the parties reopened negotiations on wages and two other articles in 2011 for the 2011-12 contract year. The reopened articles are Article 7: Wages, Article 8: Hours of Work, and Article 13: Change in Assignment. The committee members questioned the lower-paid employee salary increases in Article 7. Roberts stated the lower-paid salary increases were due to a salary survey that began in 2010 for positions that were greater than 10 percent below the local area market and whose salaries were below \$35,000 annual salary. After discussion, the committee members unanimously passed a motion to recommend ratification of the reopened articles 7, 8, and 13 of the Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees.

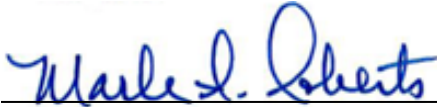
Roberts reviewed the reopened articles of the Collective Bargaining Agreement with the Central Florida Police Benevolent Association for the committee. He stated that pursuant to their 2009-12 agreement, the parties reopened negotiations on wages and two other articles in 2011 for the 2011-12 contract year. The reopened articles are Article 8: Grievance and Arbitration; Article 13: Workday, Work Period, and Overtime; and Article 29: Wages. Roberts described the reasons supporting the salary increases were due to the officer turnover and the burden it places on the police department when trained officers resign due to the length of the training process required for law enforcement officers. The committee members unanimously passed a motion to recommend ratification of the reopened articles 8, 13, and 29 of the Collective Bargaining Agreement with the Central Florida Police Benevolent Association.

Chair Sprouls opened discussion of the comprehensive review of the president's performance and compensation by requesting Mr. Roberts to review the board policy with the committee. Roberts reported that the comprehensive presidential assessment had been conducted in 2003, 2006, 2009, and was now due in 2012. The committee members discussed two consulting proposals and unanimously selected Constantine W. Curris, of Curris Associates LLC, to perform the president's performance evaluation.

Chair Sprouls referred the committee to the compensation consultants' proposals to work with MGT of America or Paul McConnell of McConnell and Company. The committee members discussed the proposals and then unanimously selected Paul McConnell of McConnell and Company to perform the president's comprehensive compensation review in accordance with board policy.

CLOSING COMMENTS

Since there was no further discussion, Chair Sprouls adjourned the meeting at 9:55 a.m.

Respectfully submitted:  06/27/2012
Mark A. Roberts Date
Assistant Vice President and
Chief Human Resources Officer