



**Board of Trustees
Compensation and Labor Committee Meeting
February 20, 2013
Millican Hall 308**

MINUTES

CALL TO ORDER

Chair John Sprouls called the meeting to order at 10:00 a.m. Committee members Olga Calvet, Michael Grindstaff, and Marcos Marchena were present; Ray Gilley attended via teleconference.

MEETING MINUTES

The minutes of the October 18, 2012, meeting were approved as submitted.

NEW BUSINESS

Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the Police Benevolent Association (CLC-1)

A three-year collective bargaining agreement with the Police Benevolent Association was presented to the committee. After discussion, committee members unanimously approved recommending ratification of the new agreement to the board.

Revision to the Compensation and Labor Committee Charter (CLC-2)

The committee's charter was updated to be consistent with the Board of Governors' regulations and to incorporate additional functions for which the committee is now responsible. The committee members unanimously approved the revised charter.

Revision to the Presidential Performance and Compensation Review Policy (CLC-3)

Changes to the policy were presented to the committee to be consistent with the Board of Governors' regulations and to improve transparency. After discussion, the committee members unanimously approved the revisions.

Revision to the Performance Unit Plan for the President and Senior Officers (CLC-4)

The revisions to the Performance Unit Plan to conform to current state statutes for retiree re-employment and in the event of a participant's death were discussed. The committee members unanimously approved the revised Performance Unit Plan. A copy of the revised plan will be distributed to the members of the board.

CLOSING COMMENTS

There being no further discussion, Chair Sprouls adjourned the meeting at 10:15 a.m.

Respectfully submitted: Mark A. Roberts June 27, 2013
Mark A. Roberts Date
Associate Vice President and
Chief Human Resources Officer