



**Board of Trustees
Compensation and Labor Committee
Meeting
September 9, 2013
President's Board Room Millican Hall, 3rd Floor**

MINUTES

CALL TO ORDER

Chair John Sprouls called the meeting to order at 1:30 p.m. Committee members Olga Calvet, Ray Gilley, and Marcos Marchena attended via teleconferencing.

MEETING MINUTES

The minutes of the June 27, 2013, and July 16, 2013, meetings were approved as submitted.

NEW BUSINESS

Article 2: Definitions, Article 7: Wages, and Article 29: Advance Notice of Separation of the Collective Bargaining Agreement with the American Federation of State, County, and Municipal Employees

The reopened articles of the collective bargaining agreement between the University of Central Florida and the American Federation of State, County, and Municipal Employees were presented to the committee. The parties reopened negotiations on wages and two other articles in 2012 for the 2012-13 contract year. In those negotiations, the parties were able to reach agreement. The reopened articles were Article 2: Definitions, Article 7: Wages; and Article 29: Advance Notice of Separation. The unit employees ratified the reopened articles on June 24, 2013. After discussion, the committee members unanimously recommended the ratification of the reopened articles.

Performance Unit Plan , Section 9, Leaves of Absence/Other Permitted Retirement

The committee was presented with the recommendation that Vice President Helen Donegan have continued participation in the Performance Unit Plan in accordance to Section 9 of the plan. Vice President Donegan must retire on September 30, 2013, at the conclusion of her five-year Deferred Retirement Option Program period, in accordance with Florida Statutes. President Hitt has approved her rehire on April 1, 2014, subsequent to the required six months of non-employment with any Florida Retirement System employer. The plan requires the approval of the Compensation and Labor Committee in advance of a participant's leave of absence or leave other than permitted retirement. After review, the committee members unanimously approved Vice President Donegan's six-month leave of absence and her continuing participation in the PUP provided she returns to

the position of vice president, and that any subsequent distributions be determined on a pro rata basis as specified in Section 10(a) of the plan.

Revision to the Compensation and Labor Committee Charter

Changes to the charter to improve clarity were presented to the committee. After discussion, the committee members unanimously approved the revisions to the charter of the Compensation and Labor Committee.

Discussion of the annual presidential performance and compensation review cycle and assessment questions

The questions for the annual performance assessment of the president were presented to the committee. A suggestion was made to add a reference regarding the president's relationship with the board. After discussion the committee members unanimously approved the assessment questions with the new category included.

CLOSING COMMENTS

There being no further discussion, Chair Sprouls adjourned the meeting at 1:45 p.m.

Respectfully submitted: Mark A. Roberts October 23, 2013
Mark A. Roberts Date
Associate Vice President and
Chief Human Resources Officer