



**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