



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees
Compensation and Labor Committee
April 21, 2020**

MINUTES

CALL TO ORDER

Chair John Sprouls called the meeting to order at 1:02 p.m. The following committee members attended the meeting: Chair John Sprouls, Vice Chair Michael Okaty, Ken Bradley, Joseph Conte and board chair Beverly Seay.

MEETING MINUTES

The minutes of the February 19, 2020, meetings were unanimously approved as submitted.

NEW BUSINESS

Article 3: UFF Privileges, Article 17: Leaves, Article 18: Inventions and Works, and Article 23: Salaries of the Collective Bargaining Agreement with the United Faculty of Florida (CLC-1). Committee Chair Sprouls introduced Sherry Andrews, Associate General Counsel and Associate Provost, who presented an overview of the substantive changes in Articles 3, 17, 18, and 23 of the Collective Bargaining Agreement. Andrews advised that all four articles were ratified by UFF on April 20, 2020. After questions and discussion, Trustee Conte motioned to approve CLC-1 and Trustee Bradley seconded. Committee members voted unanimously to move CLC-1 forward.

Termination of Performance Unit Plan Incentive Awards (CLC-2). Committee Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer. Chair Sprouls reminded the committee that the board voted to terminate the Performance Unit Plan and the payout for the 2015-18 period at the February 20, 2020, meeting. Binder summarized the recommendation to close out the entire plan by terminating the remaining awards. Vice Chair Okaty motioned to approve CLC-2 and Trustee Bradley seconded. Committee members then voted unanimously to move CLC-2 forward.

UCF Health/ College of Medicine Compensation Plan (CLC-3). Committee Chair Sprouls introduced Dr. Deborah German, Vice President for Health Affairs and Dean, College of Medicine, who introduced the item and provided a brief overview of the proposed Compensation Plan for the College of Medicine. Dr. German introduced Danny Cavallo, Associate Vice President for Financial Affairs, College of Medicine, who provided additional detail and presented an executive summary of the plan. After questions and discussion, Trustee Conte motioned to approve CLC-3 and Trustee Bradley seconded. Committee members then voted unanimously to move CLC-3 forward.

Compensation and Labor Committee Charter (INFO-1). Committee Chair Sprouls again

introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who discussed the Compensation and Labor Committee Charter. Maureen advised that the charter had not been revised since 2013 and requested that committee members review and suggest changes to the Board Office for discussion at the next meeting.

CLOSING COMMENTS

Vice Chair Michael Okaty adjourned the meeting at 1:58 p.m.

DRAFT