



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
February 10, 2021**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 10:00 a.m. The following committee members attended the meeting: Chair John Sprouls, Vice Chair Michael Okaty, Ken Bradley, Joseph Conte, Harold Mills, and board chair Beverly Seay. Trustees Jeff Condello and Joseph Harrington also attended the meeting.

**MEETING MINUTES**

The minutes of the October 14, 2020, meeting were unanimously approved as submitted. Trustee Bradley moved to approve and Trustee Okaty seconded.

**REPORTS**

Mid-Year Annual Plan Assessment (INFO-1). Committee Chair Sprouls summarized updates to the Committee Annual Plan and asked for additional input from the committee. After a brief discussion, there were no additional amendments to the plan.

**NEW BUSINESS**

Collective Bargaining Agreement Between the University of Central Florida Board of Trustees and the American Federation of State, County, and Municipal Employees (CLC-1). Committee Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who summarized updates to the agreement and answered questions related to Article 7 Wages. Trustee Bradley moved to approve and Trustee Okaty seconded. Committee members voted unanimously to move the item to the board for approval.

Article 23 Salaries for 2020-2021 BOT-UFF Collective Bargaining Agreement (CLC-2). Committee Chair Sprouls introduced Sherry Andrews, Associate General Counsel and Associate Provost, who summarized the tentative agreement for the reopened article. Andrews clarified that the payment provided in the article was one-time and not a percentage increase. Trustee Conte moved to approve and Trustee Bradley seconded. Committee members voted unanimously to move the item to the board for approval.

Presidential Incentive Plan Model (CLC-3). Committee Chair Sprouls again introduced Maureen Binder, who reported on work with Segal, Inc. to develop a model for the presidential incentive plan to incorporate actionable benchmarks and metrics based on the

president's goals as well the qualitative criteria presented to the committee earlier at the February 2020 committee meeting.

Committee discussion included clarification and differentiation of the presidential performance assessment and incentive compensation processes. It was noted that the final incentive plan metrics and weights will be developed in consultation with the president and the board chair in alignment with the model's guiding principles and will be presented for committee approval at the April 2021 next meeting. The committee recommended a review of the board's Presidential Performance and Compensation Review Policy to examine whether the process and timeline may be expedited. On a motion by Trustee Bradley and seconded by Trustee Okaty, the committee members voted unanimously to move the item to the board for approval.

**CLOSING COMMENTS**

There being no additional new business, Chair Sprouls adjourned the meeting at 10:46 a.m.

Reviewed by:

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John Sprouls  
Chair  
Compensation and Labor Committee

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Date

Submitted by:

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Janet Owen  
Associate Corporate Secretary

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Date