



UNIVERSITY OF CENTRAL FLORIDA

**Board of Trustees  
Compensation and Labor Committee  
October 26, 2017**

**MINUTES**

**CALL TO ORDER**

Chair John Sprouls called the meeting to order at 10:15 a.m. The following committee members attended the meeting: Chairman Marcos Marchena, Chair John Sprouls, Vice Chair David Walsh, Clarence Brown, Joseph Conte, and John Lord. Trustees Nick Larkins, Alex Martins, Beverly Seay, and William Self also attended.

**MEETING MINUTES**

The minutes of the September 5, 2017, meeting were approved as submitted.

**NEW BUSINESS**

The 2014-17 Performance Unit Plan Goal Accomplishments (CLC-1)

Chair Sprouls introduced Maureen Binder, Associate Vice President and Chief Human Resources Officer, who presented the Goal Accomplishments as documented by the University Audit Office. The committee members unanimously recommended the approval of the Goal Accomplishments.

The Performance Unit Plan Payments for the 2014-17 Cycle (CLC-2) Binder presented proposed payments earned by participants in the 2014-17 cycle of the Performance Unit Plan. After discussion, committee members unanimously recommended the approval of the payments.

The 2017-20 Performance Unit Plan Awards (CLC-3) Binder noted that the recommendations for the 2017-20 Performance Unit Plan awards were pending and would be presented at the next committee meeting.

The Annual Report, July 1, 2016-June 30, 2017 (CLC-4) Binder presented President Hitt's Annual Report for July 1, 2016-June 30, 2017. Committee members unanimously recommended the approval of the Report.

Report on the Assessment of the President's Performance and Recommendation for Compensation (CLC-5) Binder presented the annual Assessment of the President's Performance and Recommendation for Compensation. Chair Sprouls commented

that the report was a tribute to President Hitt's leadership and offered his congratulations on the president's 25 years of consistent management and outstanding performance. After discussion, committee members unanimously recommended the approval of the Report and Recommendations.

Amendment to University Regulations UCF-3.001 Non-Discrimination: Affirmative Action Programs, UCF-3.0134 Grievances Alleging Discrimination, and UCF-5.020 Religious Observances (CLC-6) Youndy Cook, Deputy General Counsel, presented amendments to university regulations UCF-3.0134 and UCF-5.020. Committee members unanimously recommended the approval of the proposed amendments.

Revision to University Regulation UCF-3.0122 Resignation and Nonrenewal of Non-unit Faculty and Administrative and Professional Staff Members (CLC-7) Cook presented an amendment to university regulation UCF-3.0122. After clarifying questions, committee members unanimously recommended the approval of the proposed amendment.

Article 5, AFSCME Activities; Article 7, Wages; and Article 13, Change in Assignment; of the Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees (CLC-8) Binder presented the reopened articles of the Collective Bargaining Agreement between the University of Central Florida Board of Trustees and the American Federation of State, County and Municipal Employees. After clarifying questions, the committee members unanimously recommended the approval of the reopened articles.

### **CLOSING COMMENTS**

Chair Sprouls adjourned the meeting at 10:38 a.m.

Respectfully submitted: \_\_\_\_\_ Date  
Maureen Binder  
Associate Vice President and  
Chief Human Resources Officer