



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE MINUTES  
December 3, 2015 Meeting  
Warrington Conference Room, Emerson Alumni Hall  
University of Florida, Gainesville, Florida  
Time Convened: 10:32 A.M. EST  
Time Adjourned: 11:48 A.M. EST**

**1.0 Verification of Quorum**

Committee Chair James Heavener asked Vice President, General Counsel and University Secretary Jamie Lewis Keith to verify a quorum. Ms. Keith confirmed a quorum with all members present except Trustee Thomas.

**Committee Members Present:**

James W. Heavener (Chair), David L. Brandon, Susan M. Cameron, Christopher T. Corr, Steven M. Scott, Anita G. Zucker. Trustee Thomas had an unavoidable, longstanding business conflict with the UF Board Governance Committee's meeting on December 3<sup>rd</sup> that he had identified when we originally established the meeting schedule, but that we were unable to address. Trustee Thomas will be at the Board meeting on December 4<sup>th</sup>.

**Others Present:**

W. Kent Fuchs, President; Winfred Phillips, Executive Chief of Staff; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Charles Lane, Senior Vice President and Chief Operating Officer; Paula Fussell, Vice President for Human Resource Services; Jamie Lewis Keith, Vice President, General Counsel and University Secretary; Mike McKee, Vice President and Chief Financial Officer; Elias Eldayrie, Vice President and Chief Information Officer; Thomas J. Mitchell, Vice President for Development and Alumni Affairs; William Connellan, Provost's Office-- Director/lead labor negotiator; Kim Baxley, Director, Employee Relations, Human Resource Services; Michael Ford, Senior University Counsel; Ryan Fuller, Senior University Counsel; Janine Sikes, Assistant Vice President for Media Relations and Public Affairs; Melissa Orth, Senior

Director, Government Relations; Becky Holt, Executive Assistant; and other members of the University community and members of the media.

## **2.0 Call to Order and Welcome**

Committee Chair Heavener called the meeting of the Committee on Governance to order at 10:32 a.m. EST, welcoming all present.

## **3.0 Review and Approval of Minutes**

The Committee Chair asked for a motion to approve the minutes of the September 3, 2015 and September 4, 2015 committee meetings, which was made by Trustee Cameron and Seconded by Trustee Brandon. The Committee Chair asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

## **4.0 Executive Session**

### **4.1 Collective Bargaining**

The Committee Chair announced at 10:35 a.m. that the Committee would go into an executive session to discuss collective bargaining. All present who are not on the Committee or involved on or with the bargaining team left the meeting.

The Committee Chair resumed the public session at 11:20 a.m. and those who left rejoined the meeting.

## **5.0 Action Items**

The Committee considered the following Action Items:

- GV1. Collective Bargaining Agreement between the University of Florida Board of Trustees (BOT) and the American Federation of State, County & Municipal Employees, AFL-CIO (AFSCME)

Vice President for Human Resource Services, Paula Fussell stated that the union represents about 730 support staff. The amendments provide a merit raise pool of 2.5% that will become effective on January 1, 2016 and a \$12 per hour pay rate beginning on January 1, 2016 for any employee currently making less than \$10 per hour.

Chair Heavener asked for a motion to approve Committee Action Item GV1, which was made by Trustee Zucker and Seconded by Trustee Scott. The Chair asked if there was any discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

GV2. Collective Bargaining Agreement between the University of Florida Board of Trustees (BOT) and the Police Benevolent Association (PBA)

Vice President for Human Resource Services, Paula Fussell indicated that the amendments govern merit pay, field training officer pay and selection, and night shift pay differential, as well as educational requirements for employment and promotion. A summary of the specifics was included in the Committee Action Item in the Board's materials.

Chair Heavener asked for a motion to approve Committee Action Item GV2, which was made by Trustee Cameron and Seconded by Trustee Brandon. The Chair asked if there was any discussion, after which he asked for all in favor and any opposed. The motion was approved unanimously.

GV3. and R15-158 Election

Chair Heavener then asked Vice President, General Counsel and University Secretary Jamie Lewis Keith to provide some background on GV3 and R15-158 on elections.

Ms. Keith explained that, at Board Chair Steven Scott's initiative and without affecting the normal term of service of the Board's Chair and Vice Chair, the Committee was being asked to recommend election of the next Board Chair and Vice Chair at the December 2015 meeting (rather than at the June 2016 meeting), as permitted in the Bylaws with at least 2/3 of the Board concurring. The terms of service for the current and successor Chair and Vice Chair are unchanged, with the transition in service being effective on July 1, 2016 (or upon any unexpected vacancy). This six-month overlap in the Chair- and Vice Chair- elect with the current Chair and Vice Chair will best ensure a smooth transition in leadership during an unusually important year for University of Florida. In the coming year (1) UF will accelerate plans and activities for an historic capital campaign, and Board leadership will have an important role, along with the participation of all Board members; and (2) UF will need Board level oversight of UF-wide goals and strategies developed in President Fuchs' first full year at UF, aimed at advancing UF as a top national public research university. This focus will occur during a time of turnover in Board leadership at the beginning of President Fuchs' second full year of service. The overlap will also further Chair Scott's commitment to share responsibilities for the best interests of UF.

Committee Chair Heavener asked Board Chair Scott if he would like to comment.

Board Chair Scott said that he would like to make a motion, and Committee Chair Heavener asked him to proceed. Board Chair Scott highlighted Board Vice Chair Thomas' exceptional service to UF, including through leadership on this Board as its and the 2014 presidential search committee's Vice Chair, as Chair of the Committee on Governance and as Co-chair of the Committee on Strategic Initiatives. He also summarized Board Vice Chair Thomas' exceptional experience in top international business and as the chair and a member of major corporate boards. Board Vice Chair Thomas is a leading international executive in information technology

and services business, leading global businesses at IBM and IMS Health and having deep expertise in investments. Board Vice Chair Thomas has chaired the Board of Fortune Brands Home and Security, a Fortune 300 company, and serves on the Boards of Fidelity Investments and Interpublic Group, one of the largest holding companies for advertising agencies and communications services businesses. Board Vice Chair David Thomas has a deep understanding of the accomplishments and potential of UF, based on his experience as a student, his active involvement in the College of Engineering, and his leadership on the Board.

For these reasons, Board Chair Scott made a motion to approve Committee Action Item GV3 and Resolution R15-158 to elect Trustee Thomas as Chair of the Board on the Consent Agenda. The motion was seconded by Trustee Brandon. Committee Chair Heavener asked if there was any discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

Committee Chair Heavener then accepted Trustee Brandon's desire to make a motion for Vice Chair. Trustee Brandon moved to approve Committee Action Item GV3 and Resolution 15-158, recommending to the full Board on its Consent Agenda that it approve Trustee Heavener as Vice Chair of the Board. Board Chair Scott took over leadership of the meeting upon this motion. In making his motion Trustee Brandon highlighted Committee Chair Heavener's accomplishments and contributions in business and at UF. Trustee Heavener is one of the great citizens of the University of Florida. He has been a leader on the UF Board as Chair of the Governance Committee. Trustee Heavener is a leader in the College of Business with the naming of its undergraduate college and building. Mr. Heavener is on the governing boards of the University of Florida Investment Corporation and Alumni Association, a Legacy Director of Gator Boosters, a member of the National Board of the UF Foundation, and a former Director of the University Athletic Association. Among many other leadership positions in business, Trustee Heavener is the CEO of The Heavener Company, which holds interests in Florida, national and international education, media production, internet services, real estate franchising, publishing, banking, and information technology. He is the Co-Chairman and CEO of Full Sail University and a Director of Florida Capital Bank. Mr. Heavener brings his broad-ranging business, education and international expertise, as well as extraordinary dedication and leadership, to University of Florida.

Board Chair Scott asked for a second to the motion, which was made by Trustee Cameron. The Board Chair asked if there was any discussion, after which he asked for all in favor of the motion and any opposed. The motion was approved unanimously.

Board Chair Scott indicated that in recommending to the full Board Trustee Thomas as Board Chair and Trustee Heavener as Board Vice Chair, the Committee acknowledges their accomplishments in a broad range of business, including international and technology business, their deep dedication and many contributions to University of Florida, and their leadership role on the UF Board and committees, as well as on affiliate Boards. The Committee expressed its gratitude to Trustees Thomas and Heavener for their willingness to assume the weighty responsibilities of Board leadership.

## **6.0 Discussion/Informational Items**

Chair Heavener then resumed leadership of the meeting and asked Senior University Counsel Mike Ford to address the insurance review of UF and UF Affiliates. Senior University Counsel Ford reported:

- The Office of General Counsel has enlisted the advice of Randy Jenkins, the President of the Self Insurance Program which provides or procures insurance and reinsurance for the health affairs endeavor at UF and Shands.
- The Self Insurance Program is willing to provide their expertise to this initiative.
- We have developed a recommendation for each affiliate, taking into account sovereign immunity as applicable and certain statutory protections for nonprofits in Florida, as well as the advice of Randy Jenkins and the outside consultant.
- We reviewed the recommendation with the CEO of each affiliate and the responsible UF Vice President, and Randy Jenkins will now go to the market to develop estimated cost to secure the recommended coverages, using economies of scale in purchasing power, prior to final confirmation of decisions with the relevant UF Vice Presidents and affiliate CEOs. We hope to reach consensus.
- The four main coverages recommended for most of the affiliates—if they do not already have these coverages—are (1) business interruption insurance (for those affiliates that rely significantly on revenue generation); (2) theft and criminal liability insurance (for those affiliates that handle a lot of money); (3) auto-mobile liability insurance (as an addition to the general liability policy that most affiliates have); and (4) cyber security insurance (subject to review of cost and coverage to determine usefulness).
- Affiliates that need crop insurance have this coverage already.
- We have made great progress and should be ready to build consensus around final decision-making soon.

## **7.0 New Business**

The Committee did not have any new business to discuss.

## **8.0 Adjourn**

Chair Heavener asked for a motion to adjourn, which was made by Trustee Brandon and Seconded by Trustee Zucker. The Chair asked for all in favor and any opposed, and the motion was approved unanimously. The University of Florida Committee on Governance adjourned its meeting at 11:48 a.m. EST.



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE MINUTES  
September 3, 2015  
Austin Cary Forest Learning Center  
10625 NE Waldo Road, Gainesville, Florida 32609  
Time Convened: 4:25 p.m. EDT  
Time Adjourned: 5:10 p.m. EDT**

**1.0 Verification of Quorum**

Acting Committee Chair Susan Cameron asked Vice President, General Counsel and University Secretary Jamie Lewis Keith to verify a quorum. Ms. Keith confirmed a quorum with all members present, other than Committee Chair Heavener.

**Committee Members present:**

Susan M. Cameron (Acting Chair), David L. Brandon, Christopher T. Corr, Steven M. Scott, David M. Thomas, Anita G. Zucker. Committee Chair James W. Heavener was unable to attend.

**Others Present:**

W. Kent Fuchs, President; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Paula Fussell, Vice President for Human Resource Services; Jamie Lewis Keith, Vice President, General Counsel and University Secretary; William Connellan, Provost's Office—Director/lead labor negotiator; Michael Ford, Senior University Counsel (present only until the convening of the executive session, when he left); Ryan Fuller, Senior University Counsel; Becky Holt, Executive Assistant.

**2.0 Call to Order and Welcome**

Acting Committee Chair Cameron called the meeting of the Committee on Governance to order at 4:25 p.m. EDT, welcoming all present.

**3.0 Approval of Minutes**

Acting Committee Chair Cameron asked for a motion to approve the minutes of the June 4, 2015 committee meeting, which was made by Trustee Zucker and Seconded by Trustee

Thomas. The Chair asked for further discussion, after which she asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

#### **4.0 Information/Discussion Items**

Acting Committee Chair Cameron asked Ms. Keith to address the one information item for the Committee, an update on the affiliate insurance review.

##### **4.1 UF and Affiliated Organizations Insurance Review Update**

General Counsel Keith noted that the insurance consultant and Senior Counsel Mike Ford have developed recommendations for each affiliate reviewed and provided the information to their CEOs. They have reviewed the recommendations of the insurance consultant with the CEOs of the affiliates and the relevant Vice Presidents. Ms. Keith and Mr. Ford are reviewing the recommendations with the Self Insurance Program (SIP), which is a highly expert insurance office that has served the UF health affairs endeavor and its affiliates for many years and could be an excellent resource for UF overall. The SIP is the best internal insurance resource available to UF and its affiliates. The Office of the General Counsel is working with the SIP and UF Senior Vice President and Chief Operating Officer Charlie Lane to determine whether the SIP could provide or procure the most cost effective group coverage for any insurance gaps. The approach would take advantage of both economies of scale and knowledge of UF to obtain the best pricing. Once all the information has been gathered, final recommendations will be made to the affiliates. We are hopeful that affiliates will see the wisdom of insurance where warranted if we can devise an affordable plan. The Committee asked whether specialized insurance, such as cyber security coverage is being considered and Ms. Keith answered that the SIP plans to explore the availability and cost of that coverage, as well as privacy coverage and certain crops coverage, when exploring other liability coverage. Ms. Keith commended Mr. Ford for the substantial and labor intensive work he has done on this initiative. She said Mr. Ford and she would further update the Committee at its December meeting.

##### **4.2 Collective Bargaining**

At 4:35 p.m., Acting Committee Chair Cameron announced that the Committee would go into an executive session to discuss collective bargaining strategy. Mr. Ford left the meeting, as he is not involved in bargaining.

#### **5.0 Action Items**

Acting Committee Chair Cameron resumed the public session at 5:01 p.m. and the Committee considered the following Action Item:

##### **GV1 and R15-156 Collective Bargaining Impasse Process**

Acting Committee Chair Cameron asked for a motion to approve GV1 and R15-156, regarding the Collective Bargaining Impasse Resolution Process, noting that the proposed authorization and direction of the Governance Committee concerning establishment of the impasse resolution process, which is consistent with actions taken by the Board and Governance Committee in connection with past impasses, is now proposed for the current impasse and for

any impasses that may affect the University in the future. This will eliminate the need for the Board to take a separate vote on process each time an impasse arises. The motion was made by Trustee Brandon and Seconded by Trustee Zucker. The Acting Committee Chair asked if there was any discussion, after which she asked for all in favor and any opposed, and the motion was approved unanimously.

#### **6.0 New Business**

There was no New Business to discuss.

#### **7.0 Adjourn**

Acting Committee Chair Susan Cameron asked for a motion to adjourn, which was made by Trustee Scott and Seconded by Trustee Thomas. The Acting Chair asked for all in favor and any opposed. The motion was approved unanimously and the University of Florida Committee on Governance adjourned at 5:10 p.m. EDT.





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE MINUTES  
September 4, 2015  
Austin Cary Forest Learning Center  
10625 NE Waldo Road, Gainesville, Florida 32609  
Time Convened: 9:01 a.m. EDT  
Time Adjourned: 9:04 a.m. EDT**

**1.0 Verification of Quorum**

Acting Committee Chair Susan Cameron asked Vice President, General Counsel and University Secretary Jamie Lewis Keith to verify a quorum. Ms. Keith confirmed a quorum with all members present, except Trustees Corr and Heavener.

**Committee Members present:**

Susan M. Cameron, Acting Chair, David L. Brandon, Steven M. Scott, David M. Thomas, Anita G. Zucker. Trustees James W. Heavener and Christopher T. Corr were unable to attend.

**Others Present:**

Trustees Paul W. Davenport, Charles B. Edwards, Joselin Padron-Rasines, Rahul Patel, Jason J. Rosenberg, Robert G. Stern; W. Kent Fuchs, President; Winfred Phillips, Executive Chief of Staff; Joseph Glover, Provost and Senior Vice President for Academic Affairs; Charles Lane, Senior Vice President and Chief Operating Officer; David S. Guzik, Senior Vice President for Health Affairs; Curtis Reynolds, Vice President for Business Affairs; Jamie Lewis Keith, Vice President, General Counsel and University Secretary; other members of the President's Cabinet; Assistant Vice President for Media and Public Relations, Janine Sikes; Becky Holt, Executive Assistant; Discussants who were to participate in the retreat following the business meetings; and the Florida Independent Alligator.

**2.0 Call to Order and Welcome**

Acting Committee Chair Cameron call the meeting of the Committee on Governance to order at 9:01 a.m. EDT, welcoming all present.

**3.0 Approval of Minutes**

There were no minutes to approve.

#### **4.0 Action Items**

Acting Committee Chair Cameron asked Ms. Keith to present the Committee Action Item and its accompanying resolution (which are final actions not requiring further Board action), establishing the impasse resolution process, as authorized and directed by the Board.

##### **GV1 and R15-156 Collective Bargaining Impasse Process**

General Counsel Keith summarized the process that the Committee is being asked to consider and approve.

- After the special magistrate conducts the magistrate's hearing and makes his or her recommendations in a report—if either or both the union or management rejects the report---the Governance Committee would hold a public meeting during the work day to consider the special magistrate's report and to hear the positions of the union and University management on resolution of impasse issues.
- The specific procedure is outlined in the Committee Action Item and Ms. Keith turned the Committee's attention to the Committee Action Item and R15-156:
  - Union and University management will each have 30 minutes to make a presentation of its position (20 minutes) and to rebut the other's position (10 minutes).
  - One person may speak on behalf of each side.
  - Only the Committee will ask questions, and public comment will not be taken.
  - A statement of position may be presented by each side, but there will be no witnesses or evidence presented.
  - Each side will present a draft motion as its proposal for resolution of impasse issues.
- The Committee will deliberate and determine a recommended resolution of the impasse issues, and the Committee's recommendation will be provided to the Board of Trustees for its final approval and resolution of the impasse.
- The Board of Trustees will hold a public meeting to receive the Governance Committee's recommendation and to vote on the resolution of the impasse.
- This Governance Committee Action Item is a final action of the Committee to establish the impasse resolution process.
- This action by the Governance Committee does not require further Board Action, but exercises the authority and direction conferred on the Committee by the Board at its just-concluded meeting.
- The Committee is establishing the process for the current impasse, as well as for future impasses that may arise in any collective bargaining process affecting UF, unless the Committee determines a change is needed for a particular impasse.

Acting Committee Chair Cameron asked for a motion to approve GV1 and R15-156, regarding the Collective Bargaining Impasse Resolution Process, which was made by Trustee Brandon, and a second, which was made by Trustee Zucker. The Acting Committee Chair asked if there was

any discussion, after which she asked for all in favor and any opposed. The motion was approved unanimously.

**5.0 Information/Discussion Items**

There was no Information/Discussion Items.

**6.0 New Business**

There was no New Business to discuss.

**7.0 Adjourn**

Acting Committee Chair Susan Cameron asked for a motion to adjourn, which was made by Trustee Brandon, and Seconded by Trustee Thomas. The Acting Chair asked for all in favor and any opposed. The motion was approved unanimously and the University of Florida Committee on Governance adjourned at 9:04 a.m. EDT.



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE ACTION ITEM GV1  
December 3, 2015**

**SUBJECT: Collective Bargaining Agreement between the University of Florida Board of Trustees (BOT) and the American Federation of State, County & Municipal Employees, AFL-CIO (AFSCME)**

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**BACKGROUND INFORMATION**

The University and AFSCME bargained regarding a reopener related to wages and reached tentative agreement. The amendment to the contract calls for a merit pool of 2.5% effective January 1, 2016 and a \$12 per hour pay rate beginning January 1, 2016 for any employee currently making less than \$10 per hour.

AFSCME represents approximately 730 employees classified as University Support Personnel System. Members of the AFSCME bargaining unit ratified the amendments on November 10, 2015.

**PROPOSED COMMITTEE ACTION**

The Committee on Governance is asked to ratify the salary reopener amendment to the Collective Bargaining Agreement with the American Federation of State, County & Municipal Employees, AFL-CIO, for recommendation to the Board of Trustees for approval on the Consent Agenda.

**SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER**

Board of Governors approval is not required.

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Supporting Documentation Included: None. A copy of the full agreement is available at [http://hr.ufl.edu/wp-content/uploads/docs/AFSCME\\_contract.pdf](http://hr.ufl.edu/wp-content/uploads/docs/AFSCME_contract.pdf)

Submitted by: Paula Varnes Fussell, Vice President for Human Resource Services



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE ACTION ITEM GV2  
December 3, 2015**

**SUBJECT: Collective Bargaining Agreement between the University of Florida Board of Trustees (BOT) and the Police Benevolent Association (PBA)**

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**BACKGROUND INFORMATION**

The University and PBA bargained regarding a reopener related to wages, Field Training Officer selection, leave buy out and educational requirements and reached tentative agreement. The PBA ratified the amendments on November 18, 2015. The amendments to the contract do the following:

1. Effective January 1, 2016, employees will receive merit pay increases based on annual performance review ratings as follows: 2.5% for an Exceeds rating; 2.0% for an "Above" rating; and 1.5% for an "Achieves" rating. No merit pay increase will be given to employees who received a rating lower than Achieves, who were newly hired during 2015 or were placed on suspension during 2015.
2. Pay additives for Field Training Officers are changed from 7% of base pay to \$75 per pay period during which an employee is performing Field Training Officer duties.
3. Caps the number of active Field Training Officers at 12 and outlines a process for selecting Field Training Officers.
4. Provides a shift differential at a rate of \$0.60 per hour for officers that regularly work between 6:00 p.m. and 6:30 a.m.
5. Provides employees a one-time buyout opportunity of up to 80 hours of vacation leave during the month of December 2015. Employees must have at least 40 hours of vacation leave remaining after the buyout in order to be eligible.
6. Employees hired after January 1, 2016 will be required to have an Associate of Arts, Associate of Science, or equivalent 2-year degree in order to be hired, and a bachelor's degree in order to be eligible for promotion.
7. Current employees and employees hired before January 1, 2016, will be required to have a bachelor's degree in order to apply for promotion beginning on January 1, 2018.
8. All degrees must be from an accredited educational institution.

### **PROPOSED COMMITTEE ACTION**

The Committee on Governance is asked to ratify the amendments to the Collective Bargaining Agreement with the Police Benevolent Association, for recommendation to the Board of Trustees for approval on the Consent Agenda.

### **SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER**

Board of Governors approval is not required.

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Supporting Documentation Included: See attached redlined contract changes that have been tentatively agreed to by UF and PBA.

Submitted by: Paula Varnes Fussell, Vice President for Human Resource Services

18.1 **Effective on January 1, 2016, employees of the bargaining unit will receive merit pay increases to their base rate of pay based on the ratings given on their annual performance review in the following amounts:**

- **Exceeds: 2.50%**
- **Above: 2.00%**
- **Achieves: 1.50%**
  - **Employees who have been on new hire probation at any point since January 1, 2015 are not eligible for the pay increase.**
  - **Employees who receive(d) a Suspension between January 1, 2015 and December 31, 2015, are not eligible for the merit portion of this offer.**

18.2 An employee promoted pursuant to Article 9 will receive an increase of at least ten percent (10%) of the employee's base rate of pay or the minimum rate of pay for the classification to which the employee was promoted, whichever is greater.

18.3 Additives for Special Assignments

- A. The University may provide salary additives to employees selected for special assignments. Prior to implementing such additives, the University shall provide the PBA with the policy including criteria and compensation, for such additives. The PBA may consult with the University under Section 3.3 prior to the implementation of the additives.
- B. Field Training Officer. Employees in an active Field Training Officer status will receive **\$75/pay period. Maximum of 12 active FTO's unless needs of department require more. Department will attempt to distribute FTO duty as evenly as operationally possible.(see attached directive)**
  - a. Summary of changes
    - i. **7. The Patrol Division Commander will designate 12 Field Training Officers from a pool of trained FTOs as "Active FTOs". The Patrol Division Commander may rotate FTOs into or out of the active role based on the needs of the division.**
      - 1. **a. Any Field Training Officer who is not selected as an active FTO or removed as an active FTO may appeal the decision with the Deputy Chief of Operations.**
    - ii. **3. During such time as the Active Field Training Officer's status as a Field Training Officer is removed or revoked, the employee's Active Field Training Officer additive shall be removed.**
    - iii. **F. Field Training Officer Inactive Status.** A Field Training Officer may be classified as inactive due to:
      - 1. **1. Promotion or reassignment.**
      - 2. **2. Assignment to light duty.**
      - 3. **3. Needs of the Patrol Division**
- C. The K-9 Officer will be paid one hour at time and one half the federal minimum wage for each calendar day the K-9 Officer is assigned care, custody or training of the K-9.

18.4 Shift Differential. Employees in units Charlie and Delta (regularly scheduled to work between the hours of 18:00 and 06:30) will receive a shift differential at a rate of \$0.60/hour.

18.5 Bargaining unit members will be eligible for a one-time buyout of up to 80 hours of vacation leave during the month of December, 2015. Members must have at least 40 hours of vacation leave remaining after the buyout is processed. The buyout will be conducted in conjunction with the regular Univ of Florida Vacation Leave buyout process in December.

9.7 ~~Where an educational degree is a criterion, no less than two years notice shall be provided before such requirement is implemented. This provision applies only to those employees employed at the time of the notice.~~

Effective January 1, 2016, officers hired after January 1, 2016, will be required to have an Associate of Arts, Associate of Science, or equivalent 2-year degree from an accredited educational institution in order to be hired, and a requirement of a bachelor's degree in order to be eligible for promotion; Current employees, hired prior to January 1, 2016, will be required to have a bachelor's degree in order to apply for promotion beginning on January 1, 2018.





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
COMMITTEE ON GOVERNANCE  
COMMITTEE ACTION ITEM GV3  
December 3, 2015**

**SUBJECT:** Election

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**BACKGROUND INFORMATION**

The terms of service for the Chair of the Board of Trustees (Board), Steven M. Scott, and Vice Chair of the Board, David M. Thomas, expire on June 30, 2016; and the last six months of their service in these Board leadership positions is about to begin. The responsibilities of the Chair and Vice Chair are significant. The coming year, beginning July 1, 2016, will include even greater responsibility, as the University accelerates its preparations and activities for an historic capital campaign, the Board supports perpetuation of Chair Steve Scott's sharing of some Board Chair responsibilities among other Board leaders, and the University begins implementation of new strategic goals developed in the first year of President W. Kent Fuchs' leadership. For all of these reasons, a short overlap period for the Chair- and Vice Chair- elect with the current Chair and Vice Chair would be helpful to the transition in Board leadership. Consequently, Board Chair Scott is bringing the election of the next Board Chair and Vice Chair to the Governance Committee and Board for action at this time, rather than in June 2016 (and, under Section 7.5 of the Board's Bylaws, the Board may act at this time with two-thirds of its members' concurrence to do so). The term of service for the Chair- and Vice Chair- elect (as provided in Bylaws Article IV) would not change, and would begin on July 1, 2016 (or, in the event that a vacancy occurs sooner--which is not intended by the incumbents and is not likely--upon any such vacancy).

**PROPOSED COMMITTEE ACTION**

Approve the attached Resolution R15-158 for recommendation to the Board of Trustees for approval on the Consent Agenda (with the names of the recommended Chair- and Vice Chair- elect to be filled in at the Governance Committee meeting).

**SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER**

Board of Governors approval is not required.

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Supporting Documentation Included: See attached [Resolution R15-158](#).

Submitted by: Steven M. Scott, Chair, Board of Trustees



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES  
RESOLUTION**

**Number:** R15-158

**Subject:** Election

**Date:** December 4, 2015

WHEREAS, the terms of service of the current Chair and Vice Chair of the University of Florida Board of Trustees (Board) will expire on June 30, 2016, and the last six months of their service is about to begin;

WHEREAS, the responsibilities of the Chair and Vice Chair are significant; and the coming year, beginning July 1, 2016, will include even greater responsibility, as the University accelerates its preparations and activities for an historic capital campaign, the University begins implementation of new strategic goals developed under the leadership of President W. Kent Fuchs in his first year of service, and the Board supports the philosophy of Chair Steven Scott to share some of the responsibilities of the Board Chair among other Board leadership--all making a short overlap period for the Chair- and Vice Chair- elect with the current Chair and Vice Chair helpful to this transition in Board leadership;

NOW, THEREFORE, at a meeting duly held on the above-referenced date, the Board hereby adopts the following resolutions:

RESOLVED: That, pursuant to Section 7.5 of the Board's Bylaws, the election of a Chair and Vice Chair of the Board to succeed Chair Steven M. Scott and Vice Chair David M. Thomas shall be held at this time, rather than at the Board's June 2016 meeting (or, while not expected or intended by the incumbents, rather than at a special meeting held for this purpose, should there be any vacancy before the end of the existing incumbent's term);

RESOLVED: That University of Florida Trustee, David M. Thomas, be and is hereby elected Chair of the University of Florida Board of Trustees for a term beginning on July 1, 2016 (or any earlier date on which there is a vacancy in that office) and continuing through June 30, 2018 or, if later, until the Board elects a successor.

RESOLVED: That University of Florida Trustee James W. Heavener, be and is hereby elected Vice Chair of the University of Florida Board of Trustees for a term beginning on July 1, 2016 (or any earlier date on which there is a vacancy in that office) and continuing through June 30, 2018, or if later until the Board elects a successor.

Executed as of the 4<sup>th</sup> day of December, 2015,

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Steven M. Scott, Chair

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W. Kent Fuchs, President and  
Corporate Secretary