



**USM BOARD OF REGENTS  
COMMITTEE ON ORGANIZATION & COMPENSATION  
MINUTES – PUBLIC SESSION  
June 4, 2014**

Attendance: Regents Kinkopf, Gossett; Gonzales, Attman, Rauch, Slater; Florestano, Augustine; Chancellor Kirwan; Ms. Ryan; Ms. Doyle; Ms. Bainbridge; Mr. Vivona; Ms. Goedert

The meeting was called to order at 9:05 A.M.

1. There were amendments to two policies presented to the committee. These amendments have been proposed to address legal issues regarding IRS provisions – the provision of employee benefits to an individual who is no longer providing service to the employer; and timing of tax liability for payment for an extended period of time. The amendments were developed by a USM Workgroup that included representatives from USM academic and administration/finance administrators; institution and Office of Attorney General counsels; and representative from the Faculty and Staff System Councils.

In addition to the policy changes, there was a USM Retirement Planning and Incentives Plan (developed by the USM Workgroup) that was presented to the committee for its review. There are four options in the plan, all of which will assist the institutions in meeting its goals while providing certain advantages to affected employees.

The committee recommends approval of the amendments to Policy II-2.10 (Interim Leave Policy for Faculty) and Policy VII-1.22 (Policy on Separation for Regular Exempt Employees) and recommends approval of the new Retirement and Incentives Plan to the full board at its June 27, 2014 meeting.

2. There was a motion to convene in closed session to discuss matters exempted from the Open Meetings Act, specifically a proposed collective bargaining MOU; an individual honor for a USM president; and annual performance reviews of five USM Presidents. Motion was moved and seconded and unanimously approved (Kinkopf, Attman).