



USM Board of Regents
Committee on Organization and Compensation
Minutes from Public Session
October 10, 2016
Via Conference Call

Minutes of the Closed Session

Regent Gooden called the meeting of the Organization and Compensation Committee of the University System of Maryland Board of Regents to order in closed session at 3:15 p.m. on Monday October 10, 2016 via conference call.

Those in attendance: Regents Gooden, Gossett, Attman, Augustine, Gourdine, Neall, Rauch, Slater, and Brady; Chancellor Caret; Vice Chancellor Vivona; Ms. Doyle, AAG Bainbridge, AAG Langrill, Ms. Skolnik, and Ms. Beckett.

1. **FLSA status.** Mr. Vivona briefed the regents on the plan for the Fair Labor Standards Act implementation at USM campuses and AAG Langrill provided advice regarding legal requirements.
2. **Update on Unfair Labor Practice claim.** AAG Bainbridge provided an update on the unfair labor practice complaint filed by the Towson University FOP.
3. **MOU for USM Collective Bargaining Coalition and AFSCME.** Mr. Vivona presented the tentative collective bargaining memorandum of agreement between the USM Collective Bargaining Coalition and the American Federation of State, County, and Municipal Employees. The regents voted to recommend approval of the agreement. (Moved by Regent Gooden, seconded by Regent Gossett; unanimously recommended.)
4. **MOU for the University of Baltimore and FOP.** Mr. Vivona presented the MOU between the University of Baltimore and the FOP for final approval. The regents voted to recommend approval of the MOU. (Moved by Regent Attman, seconded by Regent Augustine; unanimously recommended).
5. **UMCP Coaches Contracts.** AAG Langrill provided information about five coaches' contracts from the University of Maryland, College Park subject to review under BOR Policy VII-10.0.
6. **Update on Compensation Study.** Mr. Vivona updated the regents on the status of a request for proposals for an executive compensation status. He presented the two options available from the RFP.
7. **Agreements with retiring presidents.** Chancellor Caret provided information about post-presidency agreements with two retiring USM presidents.
8. **Revision to Compensation.** Chancellor Caret presented a revision to the compensation package for a USM employee.

Meeting was adjourned at 4:23 p.m.