



Item: PC: A-1 & A-2

PERSONNEL AND COMPENSATION COMMITTEE

Thursday, May 24, 2012

SUBJECT: AMENDMENT OF REGULATIONS 5.001, EMPLOYEE COMPENSATION PLANS, AND 5.013, EXECUTIVE SERVICE

PROPOSED BOARD ACTION

BOT approval of amendments to FAU Regulations 5.001, Employee Compensation Plans, and 5.013, Executive Service.

BACKGROUND INFORMATION

The Division of Financial Affairs' Human Resources Department is requesting approval to amend FAU Regulations 5.001, Employee Compensation Plans, and 5.013, Executive Service, as they relate to executive service employment. These amendments will remove outdated language in Regulation 5.013 and clarify how executive service employees are designated.

IMPLEMENTATION PLAN/DATE

The regulations will be amended and effective upon adoption by the Board.

FISCAL IMPLICATIONS

N/A

Supporting Documentation: Amended Regulations 5.001 and 5.013.

Presented by: David Kian, General Counsel

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Florida Atlantic University

Regulation 5.001 Employee Compensation Plans

(1) The University shall administer a compensation plan which will consist of the following:

(a) Executive Service positions are ~~defined as specific designated positions~~ responsible for policy-making at the executive level as defined in Regulation 5.013.

(b) Faculty positions are assigned the primary responsibility of teaching, research, or public service activities or for administrative responsibility for functions directly related to the academic mission.

(c) Administrative, Managerial and Professional (AMP) positions are authorized and established positions whose level of job duties meet the criteria for exemption from the Fair Labor Standards Act.

(d) Support Personnel (SP) positions are authorized and established positions for secretarial, clerical, technical, skilled crafts, service, maintenance and other responsibilities, and are covered by the Fair Labor Standards Act.

(e) Temporary positions are not established positions, provide no benefits, and are paid from Other Personal Services (OPS) funds. They provide exempt or non-exempt temporary employment.

Specific Authority: Article IX of the Florida Constitution, ~~Resolution of~~ Florida Board of Governors ~~dated January 7, 2003~~ Regulation 1.001, ~~Florida Statutes, 1001.706; 1001.74(5)~~. History—New 11-9-05; Amended 3-18-09, - -12.

Florida Atlantic University

Regulation 5.013 Executive Service

(1) ~~The University hereby adopts an Executive Service Classification for e~~Employees whose positions are ~~in the Administrative and Professional Classification and Pay Plan,~~ at a University-wide, policy-making level, who report directly to the University President, and who do not hold tenured positions ~~in accordance with the Board of Regents Rule 6C-5.315, F.A.C.~~ may be designated Executive Service by the President.

(2) Employees in the Executive Service may have their contracts of employment terminated by the President upon notice of at least sixty calendar days.

Specific Authority: Article IX of the Florida Constitution, Florida Board of Governors Regulation 1.001. Specific Authority 240.227(1), (5) FS. Law Implemented 240.227(1), (5), 240.209(3)(e), 240.283 FS. History—New 6-7-88, Formerly 6C5-5.016; Amended -
-12.