



Item: PC: A-1

**PERSONNEL & COMPENSATION COMMITTEE**

**Monday, June 15, 2015**

**SUBJECT: REQUEST TO AMEND REGULATION 5.001, EMPLOYEE  
COMPENSATION PLANS**

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**PROPOSED COMMITTEE ACTION**

Recommend BOT approval of amendments to FAU Regulation 5.001, Employee Compensation Plans.

**BACKGROUND INFORMATION**

This personnel regulation was last reviewed and updated in 2012. As part of a regular review with Human Resources and other administrators, these amendments to the Regulation are recommended to update outdated provisions and implement current best practices. Specifically, the proposed amendments reflect existing personnel policy, which implements a probationary period for new employees.

**IMPLEMENTATION PLAN/DATE**

If approved by the Board, the regulation will be amended and effective as of July 1, 2015.

**FISCAL IMPLICATIONS**

N/A

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**Supporting Documentation:** Text of proposed amended Regulation 5.001

**Presented by:** David Kian, Vice President & 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 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. SP positions are subject to a probationary period set forth in personnel policies.

(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, Florida Board of Governors Regulation 1.001. History—New 11-9-05; Amended 3-18-09, 8-6-12, 7-1-2015.*