

**STATE UNIVERSITY SYSTEM OF FLORIDA  
BOARD OF GOVERNORS**  
September 1, 2021

**SUBJECT:** Public Notice of Intent to Adopt Board of Governors Regulation 9.015  
University Bonus Plans

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**PROPOSED BOARD ACTION**

Approve the Public Notice of Intent to Adopt Regulation 9.015

**AUTHORITY FOR BOARD OF GOVERNORS ACTION**

Article IX, Section 7, Florida Constitution; Board of Governors Regulation Development Procedures

**BACKGROUND INFORMATION**

Senate Bill 52 authorizes a university Board of Trustees to develop bonus plans for work performance or employee recruitment and retention. The plans, including evaluation criteria, must be submitted to the Board of Governors for consideration.

This regulation establishes evaluation criteria that must be used when developing bonus plans on performance, recruitment, and retention. In addition, the regulation addresses bonuses authorized as part of any collective-bargaining agreement.

Finally, consistent with the Board's delegation of authority on personnel matters in Regulation 1.001, the regulation delegates the establishment and implementation of the bonus plans to the Board of Trustees.

This regulation has been shared with the universities and changes incorporated as appropriate.

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**Supporting Documentation Included:**

Information located in the  
Budget & Finance Committee  
materials