

Florida Institute for Human and Machine Cognition, Inc.
September 28, 2009

Issue: CEO Compensation Adjustment

Proposed action: Implement second adjustment in CEO package approved June 2005 and implement increase to the CEO annual stipend

Background information: In June 2005, the IHMC Board of Directors approved a 5 year compensation adjustment schedule for Dr. Ford that included a plan to annually raise his salary to bring him into the top 20% pay range of a cohort group of university affiliated scientific peers selected by the Board. Due to financial constraints, Dr. Ford, in 2006 and again in 2008, requested that the Board delay these salary adjustments. Dr. Ford's first salary adjustment under the plan was made on June 3, 2007. This proposed compensation adjustment would represent the second salary increase in the 5 year plan and the increase originally anticipated for 2006.

Additionally, the Board approved a CEO stipend in 2005 that recognized uncompensated expenses related to travel, housing, spousal travel and retirement. The stipend has not been increased since 2005. In consideration of Dr. Ford's service on the many state and federal boards, expansion into Ocala and heavy travel schedule, the recommendation is to increase the annual stipend by \$10,000.

Attachments: None