

DATE: October 19, 2015
TO: Rufus Montgomery, Kelvin Lawson, Nicole Washington, Torey Alston
FROM: Richard Givens, Vice President for Audit and Compliance
SUBJECT: Payment of Bonuses

Our review of certain bonus payments disclosed that signing bonuses were paid to Dale Cassidy (\$15,000), Milton Overton (\$25,000), and Marcella David (\$15,000). Documentation provided for the disbursements disclosed the following for the payments:

<u>Name</u>	<u>Amount</u>	<u>Date</u>	<u>Source of Funds</u>
Dale Cassidy	\$15,000	November 25, 2014	Foundation
Milton Overton	\$25,000	February 11, 2015	Foundation Reimbursement (1)
Marcella David	\$15,000	February 11, 2015	University unrestricted (E&G)

(1) The University records reimbursable expenses in this account and periodically bills the Foundation for these expenditures. This has not been billed to the Foundation as of October 19, 2015

Section 215.425, Florida Statutes, permits payment of bonuses wholly from nontax revenues and non-state appropriated funds; thus, the source of funds from which a bonus is paid is a factor in determining whether the payment is in compliance with the law. State-appropriated funds is understood to mean funds appropriated to the University from the Legislature through the Board of Governors (E&G funds). Accordingly, payment of bonuses from E&G funds is in violation of Section 215.425, Florida Statutes.