Compensation Committee Meeting  
Tuesday, February 21, 2012  
Lib 1033  
9:00-10:00am

Present: Bogstad, Janice; Bonneville, Jacqueline; Goodman, Jeff, Jamelske, Stephanie; Lee, Jennifer; Showsh, Sasha; Serros, Sherrie; Spaeth, Linda; Thesing-Ritter, Jodi

Absent: Gessner, Dave; Kolb, Fred; Masarik, Kate

Meeting was called to order at 9:05 a.m.

Minutes
The minutes from February 14, 2012 were approved
   Janice asked that she not be referred to as Jan in future correspondence

Discussion of UW-Eau Claire Faculty and Academic Staff Compensation Plan
Academic Staff
   Committee tried to remember why Academic Staff didn’t adopt faculty model last time presented
   Benefits of new model
      Person ranking is closer to actual employee
      Lose of ‘all-or-nothing’ merit system
      May be easier in long run (not initially due to set up for Stephanie)

Faculty Pay Plan Excel Document
   All committee members pulled up spreadsheet to play with the numbers
   Committee members changed inputs on merit ranking and years at rank to see differences in pay raises
   Group focused on how this addresses longevity and compression

Solid performance vs. Merit Discussion
   System has encouraged us to get rid of the 2% solid performance and look at a merit-only model
   Current model is using 66% of payplan dollars for solid performance
   Inequities would need to be addressed through equity adjustments and the discretionary 10%

Meeting was adjourned at 10:05 a.m.

Next meeting is scheduled for 9 a.m. on Tuesday, February 28, 2012.

Submitted by:

Jacqueline Bonneville

Jacqueline Bonneville, Recorder for the Meeting