Compensation Committee Meeting  
Monday, July 9, 2012  
Lib 1033  
1:00-3:00pm

Present: Bogstad, Janice; Bonneville, Jacqueline; Jamelske, Stephanie; Goodman, Jeff; Showsh, Sasha (Chair)

Guests: Gessner, Dave; Wick, Mike; Klein, Patricia; Harrison, Susan; Phillips, Jim

Absent: Serros, Sherrie; Spaeth, Linda; Thesing-Ritter, Jodi

Meeting was called to order at 1:05 p.m.

Group Equity Plan – Continued Discussion

It was further clarified that this committee’s role is to advise administration in the development of a group equity plan for unclassified employees. This plan is intended to redress inequities that have developed as a result of inconsistent or nonexistent pay plans.

We reviewed UWEC pay plan history and noted that the last significant pay plan was distributed in 2003. Prior to that, pay plans were reasonably consistent.

We discussed potential eligibility criteria for the Group Equity Plan:

- Must not have been hired in the past two years
- Hired after a particular year (based on pay plan history)
- Those who make less than 80% of rank mean (or median) salary
  This would likely be university wide rather than within department/unit
- This plan should not address individual inequity that stems from differences in merit ratings. Stated another way, an individual must have been meritorious to be eligible for the group equity plan.
  Department chairs would be asked to determine if an individual who meets the group equity plan criteria demonstrated meritorious service during the eligibility period.
  Our old system recorded if a person earned a merit rating or not, but it did not record the actual number (1-4).

Mike Wick expressed appreciation for ideas and recommendations shared by the committee. He will incorporate suggestions into the final draft of the group equity plan.

Meeting was adjourned at 3:00 p.m.

Next meeting is scheduled for 1 p.m. on Friday, August 3

Submitted by:
Jeff Goodman

Jeff Goodman, Recorder for the Meeting