University Compensation Committee
Meeting Minutes for October 19, 2015

Members in Attendance: Kate Hinnant, Dan Strouthes, Stephanie Jamelske, Joey Bohl, Manda Riehl, Jana Armstrong,
Guests: David Miller, Lori Nicolet

1. Election/selection of a Secretary for the meeting: Manda Riehl
2. Approval of Minutes from September 28th minutes.
3. Announcements:
   a. Open position on committee for Academic Staff, need not be a senator.
   b. Kate Hinnant contacted Fred Kolb, who reports that there has not been a meeting of the UWS Committee on Fringe Benefits in over a year.
   c. Kate Hinnant contacted Herschel Day, representative of the UWS Group Insurance Board. He will attend the November 9th meeting.
4. Clarification on FLSA (Fair Labor Standards Act) changes from David Miller:
   a. Significant changes if it goes through, the most important feature being that exempt managers must make at least roughly $50,000 per year
   b. Likely outcome that affected employees (coaches, etc.) would be converted from salary to hourly, or put on 9, 10, or 11 month contracts
   c. There is still the possibility that the proposed changes will be phased in, or modified
5. Update on the ACA (Affordable Care Act) impacts on student employment
   a. All employees, including student employees, must submit time cards in order for the university to show compliance with ACA.
6. Update on the Flat Merit Pay minute forwarded from Senate:
   a. We need to contact Andy Nelson’s office in order to obtain salary information by rank at peer institutions. Manda Riehl will do this.
   b. We need to look at other pay plans with flat merit pay. We believe this was true in the past at UW Stevens Point and Kate Hinnant will investigate.
7. Post tenure review:
   a. In response to a rumor circulating campus, Stephanie Jamelske provided information on post tenure review dollar amounts awarded and the number of awards for the past 3 years.

Meeting adjourned.

Minutes Respectfully Submitted,
Manda Riehl, Secretary for the meeting