University Compensation Committee
Meeting Minutes for September 17, 2014

Present at the meeting: Kate Hinnant (chair), Katie Wilson, Dan Strouthes, D’Arcy Becker, Stephanie Jamelske, ex officio

1. Agenda for the year
   a. Pay plan to be revised / reconsidered
   b. Follow-up on tuition remission information that went to University Senate in spring 2014
   c. Follow-up on salaried 9-month employee pay being spread over 12 months. Katie Wilson reported on a discussion on this topic that occurred at UW System (she is a campus rep). Current information is that System reps believe this change would be expensive, and is not a high priority item.
   d. Consider efforts to increase transparency in University budgeting, e.g. with regard to supplemental pay plans.
   e. Katie Wilson reported on UW System Titles and Compensation 3 proposed operational policy – procedures for adjusting compensation, which is a new system proposal. Committee decided to get more information on this proposed new policy from David Miller (HR Director).

2. See draft of current pay plan, handed out by Stephanie Jamelske. Stephanie provided an overview, including procedures relating to plan revision and some specific items that require Committee attention.
   a. Procedure: Compensation Committee drafts plan, and then approvals are subsequently obtained from University Senate, Chancellor Schmidt and UW System.
   b. Page 2 – Distribution Table 3. This table only matters when a raise % exceeds base solid performance, generally above 2% per year.
   c. New plan will cover the period 2015-16 and 2016-17
   d. Table 1, raises for promotions, takes effect regardless of pay plan.

3. Stephanie provided a handout on the history of raises at UWEC.

4. Kate Hinnant provided these additional comments via email to the Committee regarding her notes from this Sept 17 meeting. Kate Hinnant’s comments are italicized.

Pay Plan Overview:

The Compensation Committee drafts the pay plan according to the UW System and Board of Regent structure, as well as local UW-Eau Claire traditions and practices.

After the Compensation Committee approves of the plan, it must go before the University Senate to be approved. It is then forwarded to the Chancellor, who upon approval, sends it to UW System.

One of the significant shifts in the last decade has been the switch to emphasis on “merit” over “solid performance.” About 2/3 used to be determined by solid performance, 1/3 by merit. Now those are almost flipped, with merit accounting for 65%.
Equity, longevity, and compression are usually only used as factors when the Pay Plan is more than 2% per year. But there have been specific initiatives in the past to catch up on compression and equity that occurred outside the Pay Plan.

If we receive less than 2% a year, everyone gets 1% unless they don’t rate solid performance.

The last three Pay Plans are available in the left hand column of the Senate home page.

Kate

Minutes Respectfully Submitted,

D’Arcy Becker, Secretary for the meeting