Members present: Stephanie Jamelske, Joey Bohl, Holly Hassemer, Carey Applegate, Gretchen Peters, Robin Miller, Manda Riehl

Manda Riehl was elected secretary for this meeting.

Minutes of Feb. 1, 2017 meeting approved as distributed.

Chair’s report:

Chair Miller reported on the scarcity of information on pay plans for other UW comprehensives. Jamelske noted that her contacts who have been at these other schools conjectured that they have not kept up with the pay plans since the state has not funded one in recent history, and because it has not been a requirement to forward it to System Administration since roughly 2008-2009.

Discussion of Pay Plan elements

a. Distribution of Salary Components (pp. 1-2, Section 5.1, Table 3)
   i. Discretionary and performance percentages
   ii. Multipliers

   Riehl motioned to modify Table 3 by eliminating the multiplier factors and allocating 15% to discretionary, 50% for merit, and 35% for solid performance. Bohl seconded. This distribution would then apply to all unclassified employees. Discussion. Motion passed 6 in favor, 1 opposed.

b. Performance Salary Adjustments (pp. 2-4, Section 5.3)
   i. Elimination of “Fixed Dollar”
   ii. Adoption of single model

   Bohl motioned to strike Flat Dollar, Fixed Dollar, and Percentage options from the Merit Adjustments section of 5.3 on page 3. Hassemer seconded. Motion passed 7 in favor, 0 opposed.

Action Item: Riehl will bring new language for the Merit Adjustments section to the meeting next week that includes modifications of the formulas given the changes in Table 3.

Discussion of the pros/cons of modifications to Section 5.4. Several members suggested waiting for the results of the Equity Working Group recommendations.

It was agreed that in next week’s meeting we will discuss the language Riehl brings for Merit Adjustments and Table 1.

Minutes submitted by Riehl