Compensation meeting minutes for October 14, 2014

Members in attendance: Robin Baker, D'Arcy Becker, Todd Glaser, Kate Hinnant, Stephanie Jamelske, David J. Miller, Manda Riehl, Dan Strouthes, Katie Wilson

Minutes:

Meeting called to order by Kate Hinnant at 11:05 am.

1) Election/selection of a Secretary for the meeting: Robin Baker

2) Approval of Minutes from 10/1/14 meeting.
   a. Amendments to minutes:
      i. 1B & 2A – change Faculty to University Senate
      ii. Ex Officio members: Stephanie Jamelske
   b. Motion by Katie Wilson, second by D’Arcy Becker. Passed unanimously.

3) Wilson & Jamelske offered discussion points about post-tenure type of review for Academic Staff that have been employed for more than 7 years. How do they get a promotion if they have reached the highest prefix level in their series? Concern about salary compressions and new hires making more than current employee with years of experience. There is interest from committee to continue to try to develop an evaluation system for this category of employee who has years of service but no promotional mechanism.

4) Question asked about working 9 months and getting paid over 12 months. Miller said it can’t be done on individual campuses, decision has to come from Madison. Said could put pay in separate account to help save for summer months but would not be pre-tax.

5) Miller led discussion about impact of new University Personnel System (UPS) on compensation
   a. Faculty/Academic Staff should not see any changes
   b. 7/1/15 Classified staff will now have their own UPS that will govern them, using UPG4 (unclassified policy guidelines) as a template
   c. Newly hired Classified Exempt staff will have option to become academic staff which will allow them to earn more vacation time. Those that have several years of service will most likely not change because of the amount of vacation accrued

Meeting adjourned at 12:00 pm.

Respectfully submitted by Robin Baker, Assistant Athletics Director.