University Compensation Committee
Meeting Minutes for February 26, 2016

Members in Attendance: Kate Hinnant, Dan Strouthes, Stephanie Jamelske, Joey Bohl, Manda Riehl, David Miller

1. Election/selection of a Secretary for the meeting: Joey Bohl
2. No minutes were available for approval.
3. Discussion of draft Budget-Compensation merger charge.
   a. Membership – some concerns from budget committee on membership from all colleges. Looking at existing membership and term expirations, transition to the new numbers of members should be fine. Do we need someone from Housing named? Think this is a legacy membership and may not be needed. Recommendation that the ex officio representative from the Provost and Vice Chancellor should be someone who has budget experience such as Stephanie Jamelske or Kristen Hendrickson.
   b. Function – intentionally did not include the dashboard as part of the function. Would do compensation plan every other year and other reporting and surveys in off-years or as needed. Also need to clarify “pay plan” versus “compensation plan” in the verbiage – are they the same?
   c. Name – suggest Compensation and Budget Committee. It is clear and descriptive.
   a. What are we trying to do with the Merit Pay Plan – address merit? Flat? Compression? Equity?
   b. We need to continue to pursue the post-progression for academic staff and consider a plan for full faculty that may not be post-tenure. This may be a way to work on compression and equity.
   c. UW seems to lean towards self-funded pay plans. Chancellor discussed a compensation pool – but how big or how to use has not been discussed.
   d. Should we consider starting over with an entirely different plan? We have a complicated plan that is currently hard to maintain. Mike Wick’s departure just indicates how hard the plan is to maintain.
   e. Could we at least get cost of living each year? How does K-12 do it?
   f. Manda said she will try to work on the model. She will use percentage model, after taking out the 10% of the pool for other reasons, and with assumptions on ratings and longevity.
5. David Miller briefly mentioned some FLSA implications for July 1 of this year. May mean increase in salaries for APAS and/or switching positions to hourly rates and time submission.

Meeting adjourned.

Minutes Respectfully Submitted,
Joey Bohl, Secretary for the meeting