

COMMITTEE ON COMPENSATION

Block 7 Minutes

April 2, 2012

Present: Joan Ericson, Karen Klein, Dianne Knight, Paul Kuerbis, Bob Loevy, Shaleen Prehm, Carrie Ruiz, Chad Schonewill, Patti Spoelman, Diane Westerfield, Barbara Wilson and Dan Johnson (chair)

The meeting started shortly after 3pm.

Our first order of business was to discuss the College's "living wage" policy with two guests who requested time this meeting to present their views: Joseph Sharman representing the working group on that issue that started under President Mohrman and reported to President Celeste in 2002; and Ellen Pitrone representing the working group on the restructuring of staff positions that operated 2009-10. They spoke from opposing viewpoints: Joseph presented work that, championed by students, was shepherded by the group led by Andy Dunham in 2001-3, culminating in a commitment by President Celeste to maintain a strong "living wage" policy. Ellen presented the views of her working committee that we already have family-friendly employment policy, and further commitment to a higher living wage might jeopardize other College employment objectives. Joseph would like to see a continued explicit commitment to a higher (family-based) level of minimum wage, even if we work toward it over several years, or commit to a fraction of it rather than achieving a lesser definition of living wage with certainty. Barbara Wilson spoke about the VP Finance's statement on staff restructuring and reclassification, and we reflected on the role that tiering and bands might have on our wages regardless of our living wage policy (since as of July 1, employees will have opportunity to progress upward within a position's wage band). The tiers and bands will be communicated by HR to each employee, as they apply to their current position, starting in Block 8. Finally, we discussed the relative importance of wages as opposed to benefits within the total compensation package, recognizing that family-oriented benefits within our compensation package may be less accessible to employees with lower incomes (e.g. subsidized child care is still expensive) so we must continue to reflect on the absolute wage of our lowest-paid employees. At Joseph's request, the committee will reflect on its Block 6 minutes to ensure that they reflect our goals. We will reconvene on this issue in Block 8.

Finally, we anticipate news shortly about existing proposals: staff salary, faculty salary, same-sex truing-up, and leave accrual. Dan will follow up to ensure that none of them are forgotten.

The meeting adjourned at 5:18pm.