

MINUTES OF THE COMPENSATION COMMITTEE MEETING
Block 2, October 17, 2012

The meeting was called to order at 3:00 p.m. by Larry Stimpert. Members present: Kathy Butler, Cecelia Gonzales, Ron Hathaway, Adrienne Seward, Dianne Knight, Robert Moore, Carrie Ruiz, Chad Schonewill, Brenda Soto, Larry Stimpert, and Barbara Wilson. Lisa Brommer also attended.

Recommended Increase in the Staff Salary Pool

The committee reviewed and discussed available data for determining a recommended increase in the staff salary pool. The national consumer price index increased by 2.58 percent on an annual basis from September 2011 to August 2012. The committee also reviewed data from the Mountain States Employers Council on trends in wages and benefits. The Mountain States data shows an average projected salary increase for Colorado Springs of 2.2 percent, for all of Colorado, a 2.4 percent increase. The mode or most common response for all employers in the sample is 3.0 percent.

After thorough discussion, the committee agreed to recommend a three percent increase in the staff salary pool. The rationale being: 1) that this figure represents the most common response for all employers in the Mountain States sample, 2) that it will allow the staff salary pool to keep pace with inflation, and 3) any increase beyond inflation can be used to help bring staff wages and salaries up to the median level in those job categories where we still lag behind the median.

The committee also reviewed the calculation of the “cost of basic goods and services,” which is “calculated by multiplying the CPI with the lowest hourly rate at Colorado College [\$11.06], then multiplying the product by 2,080 to represent a full-time, 40-hour per week employee or exempt staff person.” Using CPI data, the calculations result in the following amount:

$$2.58 * \$11.06 * 2,080 = \$594$$

It was noted that this amount will be adjusted slightly upward once the lowest hourly rate at Colorado College has been revised to reflect the new hourly minimum.

Guidelines for Merit, Structure of “Buckets,” and Recommendations about the Effective Implementation of the New Staff Salary Policy

Staff members of the committee reported back to the full committee on their meetings and discussions about the guidelines for the structure of the new merit policy for staff as well as recommendations for its effective implementation. The staff members met with the Staff Council and also with many other staff employees to gain input on these guidelines and recommendations.

Staff members offered a revised structure for the various merit buckets, proposing a structure that appears as follows:

20% of employees ...receive two times standard
70% of employees ...receive standard increase
9% of employees receive ...receive the increase in cost of basic goods and services
1% of employees ...receive no increase

It was also discussed and agreed that the merit structure would include a fifth category for “unprecedented” or “extraordinary” service. Only a handful of employees might be eligible for such a classification, and earning this distinction would require an unusually high level of service. It was also agreed that this category should not appear as one of the options in the supervisor rating scheme, but that if an employee was ranked a “4” or in the highest category, the supervisor could then make the case that this employee might also deserve the “unprecedented” category.

The staff also presented a list of recommendations for the implementation of the new merit policy that would help it be perceived as fair by staff employees. Good discussion followed and a number of questions were raised. It was agreed that the entire committee would review both the structure of the merit categories as well as these recommendations and approve a final draft of this document at the committee’s Block 3 meeting.

Finally, it was suggested that the committee ask for an opportunity at an upcoming In the Loop meeting for the guidelines and recommendations to be presented to staff. Larry indicated that he would ask the president for an opportunity for the committee to make such a presentation.

College Compensation Philosophy Statement

In addition to the amendments offered at the Block 1 meeting of the Compensation Committee, staff members of the committee also offered several additional minor amendments. The statement and all amendments will be presented for discussion and approval at the committee’s Block 3 meeting.

Healthcare RFP Update

Barbara informed the committee that the college would be requesting proposals from insurance companies. It has been several years since the college has solicited proposals, and the time seems right for seeing what additional options might exist, and especially for how new plans might enhance the

range and effectiveness of the college's preventive care services. Once the proposals have been received, the Compensation Committee will be asked to review the proposals and offer its recommendation.

The meeting concluded at approximately 5:10 p.m.