

Compensation Committee:

What have we done in 2009, and what lies ahead in 2010?

1. Vacation and Sick Leave proposal for less-than-12-month non-exempt staff
 - President, Dean and VP Finance are all aware
 - Unclear that we have a 'champion' who will help to put it in the budget
2. Parental Leave proposal for all staff and faculty
 - Dean, VP Finance, Faculty Executive Committee are all aware
 - FEC will champion it for the budget
 - Will need public hearings by FEC, Senior Staff, Staff Council, all faculty
3. Additional education benefits program
 - Fully evaluated, including visit to campus by CEO of Tuition Exchange
 - Rejected as too expensive for the benefits involved
4. Cafeteria-style benefits program
 - Fully evaluated, including conference call with Gallagher Benefits
 - Rejected as too expensive for the benefits involved
5. Reduced inflation-indexing within salaries
 - Proposed to faculty and staff
 - Rejected by faculty
 - Part of ongoing staff deliberations regarding compensation/classification
6. Comprehensive review of benefits
 - Ongoing: most current benefits are either widely used or have minimal costs to the College to administer

In the semester ahead:

- salary recommendations for staff
- salary recommendations for faculty
- structural change recommendations for compensation/classification
- continuing review of benefits
- shepherding of existing proposals toward policy