

## COMMITTEE ON COMPENSATION

### Block 5 Minutes

February 6, 2009

Present: Ann DeStefano, Karen Klein, Chris Melcher, Shaleen Prehm, Chad Schonewill, Patti Spoelman, Alex Vargo, Diane Westerfield, Barbara Wilson and Dan Johnson (chair)

### Introduction

The meeting was called to order at 1:00. The agenda was full, with time allotted for the following items:

- a) Report from Staff Salary Committee, as coordinated by Patti Spoelman) – 15 minutes
- b) Report from Faculty Salary Committee, as coordinated by Dan Johnson) – 15 minutes
- c) Reports on status of parental leave and vacation leave proposals (Dan Johnson) – 10 minutes
- d) Report on Staff Compensation and Reclassification working group efforts (Barbara Wilson or Chad Schonewill) – 10 minutes
- e) Updated education policy (Barbara Wilson) – 10 minutes
- f) Employee benefit statements (Barbara Wilson) – 10 minutes
- g) Great West dependent audit (Barbara Wilson) – 10 minutes
- h) CIGNA changes (Barbara Wilson) – 10 minutes
- i) Other new concerns?

The Staff Salary Committee met on Jan 20<sup>th</sup> for discussion about how to allocate the proposed 2% increase in the staff salary pool. Estimates are being considered that would give a higher percentage raise to employees under a certain income threshold, prorated for 9-month rates. HR will complete analysis before discussion is finalized. They agree that a top priority must be confirmation of extra benefits to fund parental and vacation leave.

The Faculty Salary Committee met on Jan 19<sup>th</sup>, but there was not much to discuss as the AAUP was still working on faculty compensation. We agreed to wait for their input before making a proposal.

Given the timeline of conversation, both Salary Committees agree that we need a College-level Planning Committee to aim for strategic goal based on Admissions, Curriculum, Academic and Student Life needs. In that context, Compensation could be considered as one goal of that resource pool. Currently, we feel delayed in starting our conversations, then rushed into making ad hoc commitments that are not necessarily consistent with any long-run plan. Dan will work with HR to ask other schools how they approach their salary pool decisions. Dan will also work on alternative inflation measures, as an indicator of salary competitiveness that may allow us to discuss plans earlier in the academic year.

Dan reported that Parental leave came to Staff Council, and was now to be circulated to all staff. Staff Council noticed that it did not address the tenure clock for faculty, and suggested that the default option be for the tenure clock to be turned off, with requests possible to turn it back on. They also proposed a specific change to the third point on the table, to “employee use” rather than “employee may wish to use”. The Women’s Faculty Caucus and Women’s Concerns Committee are now discussing the proposal with the help of FEC. Perhaps the final proposal could be sponsored by one or both of those two groups.

The Staff Compensation and Reclassification working group reported that the consultants Sibson Siegel are working with them next week on three models for staff salary: grade and step, grade ranges, broadbanding of job levels without reclassification. The vision is to revamp the classification tool, away from points. No action will be taken until there is a clear compensation structure in place with plenty of community buy-in. Next steps involve the creation of job families, requirements for each level of pay, identification by supervisors about positions that have changed since last year. They have an optimistic goal of July 1 for new information to be rolled out for discussion.

There will be a slight revision to education policy before we discuss it later this spring.

Shaleen is working on a revised format for employee benefits statements to be issued regularly. The new format will include vacation and sick leave, tuition remission, and additional life insurance. She is aiming for July as a target date for the revision, and is still considering whether the academic or calendar year is the best unit for reporting.

Great West's dependent audit will be sending a letter to some employees to verify dependents on our health insurance plan. A full audit may follow, possibly using Banner.

There have been some CIGNA changes, and as a result, 11 people couldn't transfer over to new pharma coverage. Our price was reduced, but Gallagher brokers are now checking other to find even better prices. ExpressScripts and MedCo are possible alternative providers. We also have the possibility to unbundle medical and pharma benefits. In next month or so, we'll have an idea of whether to look for a new provider.

The meeting adjourned at 3:00.