

MINUTES OF THE COMPENSATION COMMITTEE MEETING  
Block 3, November 14, 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.

*The Committee's Recommendations for the Increase in the Staff Salary Pool and the Implementation of the College's Pay for Performance Policy for Staff Employees*

The committee's discussions focused primarily on the In the Loop meeting for staff that was planned for the following day. The agenda for that meeting called for a presentation and discussion of the new pay for performance staff salary policy. Because the Compensation Committee had not finalized its recommendations for implementing this plan, some committee members were unhappy that the new plan was going to be presented to the staff.

Much discussion ensued. It was pointed-out, for example, that the presentation would emphasize the broad outlines of the plan, not necessarily the specifics. It was also emphasized that the presentation could note that, while the plan already reflected a significant amount of input from the Compensation Committee, it was fully expected that our final recommendations would be forthcoming, and that those recommendations could influence the final details of the new pay for performance policy.

Still, the discussion could not resolve widespread feeling that the plan was moving forward without final input from the Compensation Committee.

After much discussion of the In the Loop meeting planned for the next day, the committee did go on to consider the final draft of its recommendation for staff salaries and the implementation of the new pay for performance staff salary policy. After discussion of several fine points, the committee did approve this policy and agreed that it should be forwarded on to the president, dean, Budget Committee, Robert, and Barbara.

*Faculty Salary Policy*

With little time remaining, the committee heard a short presentation on the work of the faculty members on a faculty salary recommendation. The key points of that recommendation include:

- A three percent increase in the faculty salary pool.
- A flat dollar amount increase across all faculty for cost of living (versus the current practice of paying cost of living increases as a percentage of total salary, which unduly gives more senior faculty members a larger cost of living increase).
- Maintaining the current progression component.
- Increasing the significance of the merit component (or what many have called "extraordinary merit"), and adding these amounts to base salaries.

After a short discussion, the committee approved this recommendation.

The meeting adjourned at approximately 5:15 p.m.