

COMMITTEE ON COMPENSATION

Block 2 Minutes

October 9, 2009

Present: Ann DeStefano, Karen Klein, Rongson Pongdee, Shaleen Prehm, Chad Schonewill, Patti Spoelman, Diane Westerfield, Armin Wishard, Barbara Wilson and Dan Johnson (chair)

Introduction

The meeting was called to order at 2:30.

Parental Leave Policy

As the first order of business, Ann presented a proposal for parental leave. After a short discussion, it was recommended that it be tabled until the next meeting until costs could be calculated for each option. Shaleen and Dan agreed to coordinate that cost estimation.

Sick and Vacation Leave Policy

Diane reported for her working team with a proposal for sick and vacation leave policy. Costs are still being estimated, but the full proposal will break those out by group of employee, including parapros separately, and a new proposal to consider sick leave for exempt staff. Our job as a committee when we convene next will be to prioritize those proposals so that we can suggest based on funding opportunities.

Compensation Priorities

Chad reported on the meeting of the priorities team. There is concern that our compensation philosophy emphasizes merit more than our current practice does. This group will probably want to collaborate with a group within the CC Leadership Academy that is looking at similar issues. Barbara asked for explicit collaboration with the Staff Compensation and Reclassification working group as well.

There was discussion about our current expenditures on community spirit events, and whether they contribute to our mission or detract from our priority of excellence by spending funds on celebrating inclusivity. There was concern that we strive to find the right balance of both celebration of community and recognition of excellence. The priorities team proposal of a 'token of appreciation' program, one where community members vote to reward their colleagues for performance, was criticized as unimportant or even demeaning as 'tokenism'. Barbara will take the idea to the Leadership Academy team for them to work on.

The priorities team would also like to encourage/require chairs and administrators to recognize performance within their jurisdictions. Barbara will work on that idea, including the use of 'reward kits' that have been developed for use in the past.

The priorities team also suggested that we consider recommending that all salaries get a raise based on the dollar value of the CPI applied to the lowest salary in our community, with additional raises based on performance. There was support for the idea, but some concern that performance may be evaluated unfairly, or that performance raises might be seen as an easy target in times of budget stress.

Visit with VP Finance Robert Moore

As suggested by last year's Compensation Committee, we invited Robert to meet with us in Block 2, to outline the College's new budget timeline, to talk about process and priorities, to coordinate our efforts with his.

Robert outlined the Budget Planning Team's timeline, which is still vague as we align to the new process. He counseled us to advise them on philosophy (as it can always be in flux), and to offer them estimates and advice on specific values for salary raises, health cost increases, benefit package increases, etc. Just as department chairs are being asked to justify any increased needs, Robert sees us the Committee as a group that can justify increased budgetary expenditures on compensation-related issues.

As budget parameters are to be set within the next two weeks, Robert advises the Committee to prioritize the College's compensation goals, and to send budget items to the Budget Planning team as soon as possible. They will all go before the Board of Trustees on November 5.

Given the short deadline, Dan suggested that all committee members be prepared for email submission of votes on proposals over the next two weeks, to ensure that we get recommendations to the Budget Planning Team on time.

Education Benefits

After careful consideration, including a special meeting with the visiting CEO of the Tuition Exchange, Dan recommended that we remove from consideration any plan to join this additional education benefit program. The costs seem too high, considering the limited benefits to our current community. There was widespread agreement, and no concern expressed about dropping the motion, so Dan withdrew the program from further consideration.

The meeting adjourned at 4:30.

