

Compensation and Benefits Committee

Meeting Minutes

September 10, 2013

I. Call to order

Stephen Theriault called to order the regular meeting of the Committee at 10:05 AM on September 19, 2014 at LUND 102.

II. Roll call

Gretchen conducted a roll call. The following persons were present: Stephen Theriault, Peter Bagley, Tami Potter, Jon Licht, and Gretchen Skivington

The minutes were approved as posted May 2013.

III. Open issues

a) Professional development policy (minor)

- 1) Set this one on the back burner to focus on merit pay plan (a under New Business) as per chair S. Theriault. (See below).
- 2) No one turned down last year, but the pot was \$5,000.
- 3) If PD requests are not 100% funded the applicant goes to department.
- 4) Next year smaller pool of \$= \$3,500
- 5) Deadlines for spring and fall applications at issue.
S. Theriault will research.
- 6) Discussion re: proportional equity between departments

b) Salary Compression & Equity (major)

- 1) Issue was fully address and Equity/Salary Compression implemented July 2013

IV. New business

a) Merit pay plan development discussion

- 1) Short narrative of discussion: S. Theriault oriented the group as to the results of his research “Preliminary Research Introduction” (all info in attachment). We discussed what has happened (replacement of steps with NSHE merit pay ‘plan’); overview (“many equate merit system to incentive policies in the private sector; present implementation”); 3

equivalent institutions outlined, Virginia Community College being the most comparable to GBC.

- 2) The group asked questions of ST vis a vis the major issues and discussed:
 - A. Administrative + Teaching Faculty pool: CTE “0” contracts? Size of pool?= (guesstimate only) \$175,000 allotted July 1,2-14 @ \$875 each.
 - B. S. Theriault’s recommendations: Go with Virginia-like split 3-5-5; 3-2-1. Think in terms of “shares” and *sharing*, more kids in the ‘pool’ the better. Shares based on rankings. Note: an unsatisfactory evaluation does not earn Merit Pay in any proposal reviewed by S. Theriault at other colleges.
 - C. Comments: (ST) Does not equate to 2.4% step (furlough = 2.3%). Cheap way to pay it back/forward to GBC employees. Recommends a 2 tiered share system with a 1:2:3? Ratio yield (see #7 in research handout)
 - D. Concerns (Pete Bagely) Present evaluation system not effective enough for true merit or “excellence” to be recognized. System is “gameable”.

(ST Response) Agreed. Some will “work the system” but this is unavoidable regardless of what plan/policy/program we develop. Regardless, this is what we have to work with and must formulate a plan and packaging for November faculty senate meeting (hopefully!) to positively communicate the viability and positive remunerative nature of the “merit pay plan”. We are only in the development phase and must carefully build a clear, coherent and focused presentation.

3) **Adjournment**

Stephen Theriault adjourned the meeting at 11:07 AM.

Minutes submitted by: Gretchen Skivington

Minutes approved by: Stephen Theriault