

Compensation Committee Minutes

August 30, 2016

1 p.m.

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Attendance:

John Yelton, Amanda House, Sue Alvers, Jodi Gentry, Thomas Buford, Jacqueline Swank, Ester deJong, Aner Sela, Nicole Stedman and David Quillen

The meeting was called to order by John Yelton at 1:05 p.m. and introductions were made.

Dr. Yelton gave a short review on what the history of the committee and the issues that came up during last year, such as salary increases, parental leave and the climate survey. The Committee was advised last year that it should not delve too much into salary because that was part of the union negotiations.

Several suggestions for topics to discuss this year were:

- Merit vs across the board raises
- How do we compare with other institutions with retirement?
- Local retirement vs state retirement
- Local benefits vs state benefits
- How do average AAU members compare to UF in benefits?
- Parental leave plan
- Instead of a one year contract should the university use a two year contract?
- Salary compression
- Travel reimbursement

Climate Survey

Jodi Gentry gave a summarized the climate survey results. Asked to use this committee in an advisory capacity for as Human Resources reviews and updates the university's benefit package.

Dates for upcoming Town Halls are: Sept 29 at 8:30 – 10 and 10:30 – noon in JWRU Chamber

Dates for upcoming Forums are: Sept 13 at 10 – noon and October 3 – 5 in JWRU Rion Ballroom.

The committee decided to continue meeting on the last Tuesday of the month from 1 – 2:30 p.m.

The meeting adjourned at 2:32 p.m.