

# Compensation Committee Minutes

Friday, February 16, 2018 – 3p.m.

Tigert Hall Room 239

---

**Present:** Jacqueline Swank, Debra Cole, Bill Page, Jason Byrd, Steven Thomas, Laurie Bialosky, Jodi Gentry and Ester de Jong.

Compensation Committee Chair Steven Thomas called the meeting to order at 3:00 p.m.

**1. Approval of Minutes.** The January 30, 2018 minutes were approved.

**2. Brief update: proposed merger with Welfare Council**

This committee chair reports to the Welfare Council who forwards issues and findings to the Faculty Steering Committee and then, if appropriate, Faculty Senate. The Committee on Committees will re-visit this discussion at the end of the academic year to re-affirm the work of and receive an update from the Compensation Committee.

**3. Retirement benefits update**

An evaluation of benefits package is being performed by [Sibson](#), an outside, strategic human resources consulting firm. A kick off meeting was held in March with UF Human Resource Services (HRS), who has sought university administrative and faculty input to help inform the effort during this review. Human Resource Services is also reviewing adding a 401 K product. Jodi Gentry will keep the committee updated on the project's general timelines.

This committee acts in an advisory role to Human Resource Services and committee members can consider submitting questions for [Sibson](#) to review.

**4. Establish long-term goals for the committee.**

The committee discussed the list below as possible subjects for discussion and Jodi Gentry outlined her office's current goals:

- Equity pay (peer institutions)

- Gender equity
- Parking and transportation – This item is the subject of a current Faculty Senate joint committee (Parking & Transportation Committee) and not typically viewed as a benefit item unless it is subsidized.
- Child care – In partnership with the College of Education, a strategic development plan and proposal to plan a better corridor / space for childcare was explored within the past few years. HRS is resurrecting a review of the plans. This item is in a very preliminary stage so new information is not immediately available for committee discussion. An examination of childcare subsidies as part of a benefits package could be explored by the committee. Welfare Council and Infrastructure Council examine how to build a more ideal infrastructure and discuss issues relevant to the Baby Gator wait list, capacity, and service issues.
- Raises (across the board and merit)
- Leave – 9 month faculty sick leave, and parental leaves.
- Sabbaticals
- Nine-month vs. twelve-month pay - 9 month and 12 month pay is being examined by HRS, which hopes to offer updates this fall.
- Parental leave
- Car rental contract – Lisa Deal, Assistant Vice President and Chief Procurement Officer, is a point of contact as she oversees this item for the university.

Please bring additional suggestions to the meeting to add to forthcoming agendas.

**5. Meeting schedule** – Due to March scheduling conflicts, the March 16<sup>th</sup> meeting will be re-scheduled and may be re-located to the law school. The last meeting of the semester is on April 20<sup>th</sup>.

The meeting was adjourned at 3:59 p.m.