

All Staff Meeting

January 11, 2007, 2:30pm, AD 198

Minutes

NASH COMPENSATION UPDATE – Dr. Nolte Q&A

- Process is 95% finished with schedule and placement
- Still have 8-10 positions that Dr. Nolte needs to rethink. Will regroup with committee to discuss.
- Plans to take to the Board of Trustees for approval at February board meeting with a March 1, 2007 implementation date.
- The committee will be working on policy language statement. Staff will have a chance to review.
- Dr. Nolte wanted to point out that there will be unhappy people with the results of the Nash survey. No salaries will go down. Some will have modest increases, while others have larger increases. Those with larger increases will be phased in over 2-3 years until to full amount.
- There will be a process for appeals. "Placement & Appeals Committee" will be comprised of three VP's and Lois Davis, the Staff Advocate. They were chosen because they are not susceptible to pressure and they will bring consistency to decisions. Details have not been worked out on how appeals process will work.
- The process used went by three steps. Complexity of job, education, and market conditions. Dr. Nolte wanted to use a negotiating process to make sure that everyone was placed as fair as possible.
- There are 16 grades in the new system.
- There are 15 seniority grades within each level. This is a linear schedule. The top grade you can attain would be 40% higher than the starting salary if one stays in same position for 15 years.
- Everyone will start at zero years' experience. Seniority would have been a nightmare to implement in new schedule. Some people will gain in order to meet current market values. Need to look at position and not employee filling the position.
- Salary increases will not be retroactive

QUESTIONS:

Q: Once this process is approved by the board does it then need to go through the legislature?

Dr. Nolte: Once process is approved by the board we can begin implementing new schedule. There will be no further approval needed. Does not need to go through legislature.

Q: Is it set now as to what will happen with raises in July?

Dr. Nolte: Increases will be implemented independent of any possible legislature increases. The governor has recommended ½ of the amount we requested for raises.

OTHER BUSINESS

- Sarah handed out list of representatives. Please call or write to them about needing raises. Let them know you're working two jobs. Call Sarah for information if you were not there.
- Sarah will be sending out a survey to employees with questions concerning job and pay. Please be as honest with your answers as possible. Our answers will give Nolte fuel for the fire when he asks the legislature for raises.
- Sarah believes that the Nash Compensation project as a whole will be a better process. Sarah and Wes Bertagnole worked hard for the staff.

- Leave policy – We are ready to bring forward the new Leave Policy to the council. The Executive Committee will meet this month to finalize it. Final draft will be distributed to all employees once it is voted on.
- New Classified Staff Award – The Robert Durst Classified Staff Award. This award is similar to the Rosenthal. It will be a \$1000 annual award. This award allows recognition of all three groups on campus. Nomination letters are being sent out. Please make sure to nominate someone. We would like to get several nominations so that we can show Dr. Nolte this award is long overdue. There is a selection committee comprised of all three campus groups: Academic, Administrative and Student Services.
- Professional Development Fund – The staff has been awarded \$5000 to use as staff development funds. This will be used in addition to departmental funds. Can be used for personal or professional development for things such as seminars, conferences (travel, registration fees, conference materials), non-credit courses, books for courses taking, software, etc. The maximum awarded per person will be \$500. If in doubt, please apply. We will be reapplying for money for next budget year in March and hopefully will be able to apply for more money if this is successful. There is a selection committee comprised of all three campus groups: Academic, Administrative and Student Services.
- WACCT Award – The Wyoming Asso. of Community College Trustees Award. Linda Nichols was our staff nominee. She will be going to a conference in February where they will announce winner.

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