

SALARY EQUITY COMMITTEE
UC Spruce A
November 29, 2021 | 3:00-4:00 p.m.
MINUTES

Present: Athanasiou, Clinefelter, Cobb, de la Torre, Fischer, Greene, Kyle, Parks, Trask
Absent:

Call to Order

The meeting was called to order at 3:00pm.

Approval of the Agenda

Approved with the addition of a special report from Fischer.

Approval of the November 15, 2021 Minutes

Approved without objection.

Chair's Announcements

Special Report

- **Mid-Year Compensation Increases (Fischer)**
 - President Feinstein notified the BOT of a plan to implement mid-year compensation increases in January.
 - Full-time faculty and staff will receive a \$1,500 increase to their base salary.
 - Part-time employees will receive a prorated amount.
 - The minimum wage for staff will be increased to \$15/hour, and the minimum wage for student employees will be increased to \$14/hour.
 - Adjunct faculty and graduate teaching assistants will receive a one-time payment of \$250.

DISCUSSION:

- The committee will provide feedback to Parks regarding creation of an FAQ document to help answer questions faculty and staff may have about the mid-year increases.
- The mid-year increases do not preclude additional salary increases for FY23.
 - Salary Equity will continue work on a salary pool distribution model.
 - The salary pool is not finalized, but it may be around 3%.
- The committee will need to examine new salary data after the January adjustments are made.
- The flat rate mid-year increases may have a minor, benign impact on parity.

Unfinished Business

- **Adjunct/Overload pay rates**
 - We will pick up the topic after Greene and Vollendorf have a chance to discuss potential policy changes.
- **Compensation increase reports**
 - The committee reviewed the latest data from HR.
 - In the footnotes of the classified staff and professional administrative staff documents:
 - change "FY21 Base Salary" to "FY22 Beginning Salary"
 - fix spelling typo in the third footnote
 - Parks will make the adjustments and send updated reports to the committee.

MOTION: Fischer – It is moved to approve the compensation increase reports with the amendments discussed and send them to Faculty Senate.

VOTE: Approved by voice vote.

- Parks will provide a memo to accompany the salary reports.

DISCUSSION:

- Separate from the salary reports, the committee discussed also creating an “order of operations” memo to explain how various types of pay adjustments (such as across-the-board, parity, pay equity, and discretionary increases) are applied.

- **Salary pool distribution**

- The committee continued discussion about what percentage of monies would go toward flat dollar amount raises versus parity increases.
- The size of the salary pool will influence what portion goes toward flat rate increases or parity increases.
- The salary pool won’t be finalized until later in the Spring semester, but for now we can plan on modeling with a 3% pool.
- By the end of February, we should have new CUPA data and be able to compare that with our new salary data.
- The committee will continue discussion next semester.

New Business

- **Minimum wages/salaries**

- The mid-year compensation increases will include increases to minimum wages for:
 - staff = \$15/hour
 - student employees = \$14/hour
- This is a starting point, but we may want to engage in further discussion.
 - Perhaps consider minimum salaries for faculty or staff.

Comments to the Good of the Order

Adjournment

The meeting was adjourned at 3:58pm.

David Greene
Chair

Betsy Kienitz
Recording Secretary