



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES APR. 30, 2021

Meeting called to order: 12:02 p.m.

In Attendance: Amy Cavanaugh, Dayna DeFilippis, Kristin DeMay, Brian Fletcher, Candace Garlock, Meeghan Gray, Heidi Julius, Matt Leathen (Chair), Staci Miller,

Absent: Kevin Dugan, Phil Smilanack

Guests: Amber Anaya, Michael Dalton, Ron Marston, Nicole Scollard

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Approval of the March 26, 2021 Minutes

Amy Cavanaugh moved and Meeghan Gray seconded to approve the March 26, 2021 Salary, Benefits and Budget Committee Minutes. The motion passed with 1 abstention.

Legislative Update

PEBP – April 6, 2021: Chair Matt Leathen reviewed the PEBP information sheet that was shown at the April 9, 2021 Faculty Senate Meeting. PEBP will meet tomorrow and there is still an opportunity for public comment. PEBP also has the plan changes/comparison page on their website. Many of the changes happened quickly and HR is rapidly learning the new updates.

The NSHE Budget close is May 6, 2021.

Budget Updates

Planning Council Budget Committee March 31, 2021: The council met and are looking at various types of grants and reviewing self-supporting programs.

TMCC Budget Information: Questions for the committee to discuss this coming Fall included: how are NSHE performance pay pool targets set; within the TMCC Budget, what is the breakdown of spending in Academic Support, Student Services, and Institutional Support; what is included in Institutional Support?

Rank Advancement Taskforce (RAT) / Performance Pay Pool / Merit

Chair Matt Leathen reviewed the supporting documents. The committee asked where the funds come from and how the amount of the 1% Performance Pay Pool are determined. The funds come from General Operating and the amount is determined by each institution. It was suggested to include the President and the Interim Finance Director in any discussions.

Suggested agenda items for next semester are to create recommendations to the President for a Salary Equity Adjustment Plan and a Performance Pay Pool Policy, Merit Pay Policy, review salary compression issues, equity study, and possibly reconvene a Rank Advancement Taskforce.

Old Business

Chair Matt Leathen reported sabbatical funding comes from the TMCC Budget. NSHE appoints the number of spots that may be awarded.

New Business

None

Adjournment

It was moved by Meeghan Gray and seconded by Amy Cavanaugh to adjourn the meeting.

Meeting Adjourned: 1:43 p.m.

Next Meeting: 12-2 p.m., August 20, 2021