



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES JAN. 28, 2022

Meeting called to order: 12:03 p.m.

In Attendance: Kristen DeMay, Kevin Dugan, Brian Fletcher, Meeghan Gray, Heidi Julius, Matt Leathen (Chair), Ron Marston, Mark Maynard, Staci Miller, Jim New, Phil Smilanick, Brad Summerhill

Absent: Candace Garlock

Guests: Amber Anaya, Ana Douglass, Douglas Plourde, Qiping Yan

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Approval of the November 19, 2021 Minutes

Staci Miller moved and Heidi Julius seconded to approve the November 19, 2021 meeting minutes. The motion passed.

Travel Funds Application Deadline

The application deadline is February 18, 2022. Matt has received 2 or 3 applications.

TMCC Budget Priorities for NSHE Biennial Budget

TMCC's priorities are base restoration, capacity enhancement, merit, COLA, and proposing a Workforce Investment Fund similar to the Knowledge Fund universities have. It was noted capacity is based on enrollment and completion goals that must be met and it is not automatically built into the budget. Capacity is used for items such as expanding the nursing program.

It was suggested the committee review the Eastview Building financial model and request an analysis of financing for Eastview from the Budget Office. It was noted there is a disconnect between budget plans with NSHE versus merit pay and COLA priorities at TMCC.

Committee Updates

PEBP Board Meeting December 2: Fees for unvaccinated members has been implemented and a procedure email and reimbursement form has been sent to members who purchase COVID test kits.

Admin and Finance Structure Review Committee: The next meeting is February 4, 2022 and the committee will finalize the executive summary to be sent to the President.

Planning Council Budget Subcommittee: Matt did not have any items to report.

Merit Pay Task Force: The merit pool totals have been calculated and fringe rates have not been approved yet.

Budget Transparency Resolution

The resolution is headed to the Senate's February 11, 2022 meeting. The SBBC is asking for regular, traditional budget planning documents which are prepared many weeks before the Board of Regents meetings due to their strict schedule for submissions.

Merit Policy Survey

Matt shared a draft of the survey for the committee to review. This survey would go to all faculty who are eligible for merit. Matt will take the survey to the Merit Taskforce for input as well with the goal of having an action item for the SBBC to approve and implement.

The committee made several suggestions for Matt to add to the survey and will continue to review it before the next SBBC meeting on February 25, 2022. Suggestions included adding an option to say on the survey the points should be decreased, whether merit awards should be equal, and should merit be tied to the Annual Performance Evaluation or another process. Matt will circulate the policy to the committee and collect feedback to take with him to the next Merit Pay Taskforce meeting.

Old Business

None

New Business

Where can salary compression be addressed?

Discussion of an Internal equity study.

Adjournment

It was moved by Brad Summerhill and seconded by Kevin Dugan to adjourn the meeting. The committee agreed.

Meeting Adjourned: 1:37 p.m.

Next Meeting: 12-2 p.m., Feb. 25, 2022 via Zoom