



# MEETING MINUTES OCT. 14, 2022

Meeting called to order: 12:00 p.m.

**In Attendance:** Kevin Dugan, Ana Douglass, Brian Fletcher, Heidi Julius, Matt Leathen (Chair), Fred Lokken, Ron Marston, Staci Miller, Jim New, Doug Plourde, Phil Smilanick, Brad Summerhill

**Absent:** Felix Danger, Meeghan Gray (Proxy: Ron Marston), Mark Maynard

**Guests:** Amber Anaya

## Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

## Approval of the September 23, 2022 Minutes

Ron Marston moved and Staci Miller seconded to approve the September 23, 2022 Minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes as amended.

A suggested edit was made to the sentence: "Salary raises funded by turnover savings, along with some sort of savings plan was strongly expressed as a wanted item." The words "wanted item" were changed to "critical item."

Ron Marston moved and Doug Plourde seconded to make the word change from "wanted item" to "critical item." The committee approved this amendment word change.

## Budget Updates

**Planning Council Budget Subcommittee:** The subcommittee met October 4, 2022. RAP request funding was reviewed.

**Rank Advancement Taskforce / PAIDs:** The Senate Chair-Elect has been charged with convening this taskforce, determining make up of the committee, and who will establish charges of the committee. Ron Marston provided the background of the RAT, its membership, and the work completed by RAT. Matt provided the documentation from the RAT. It was suggested to expand the PAIDs committee to include all issues.

**Salary Equity Study – RFP Committee Update:** The RFP has been sent to the list of vendors. Matt was not sure how soon the vendors might respond with a proposal. The focus of the study will include a comparison of salaries including compression and inversion and salaries at peer institutions. Matt will reach out to HR to get a final copy of the RFP and more information on the timeline for the study. It was also suggested to obtain an outline for future studies, so they can be done internally and routinely.

**BPLAC – Budget Planning and Legislative Action Committee:** This committee has not received its charges. The first meeting is November 7 at 9 a.m.

## Cost of Living Adjustment (COLA) recommendation

Matt shared a draft recommendation and the committee fine-tuned the wording. The recommendation will be sent for consideration on the November 4, 2022 Faculty Senate agenda.

Ron Marston moved and Kevin Duncan seconded to approve the COLA recommendation. The committee approved the motion.

Whereas the Consumer Price Index for All Urban Consumers (CPI-U) year-over-year from September has increased by: 8.2% for 2022, and 5.4% for 2021 based on data from the U.S. Bureau of Labor Statistics.

Whereas the compounded effect of inflation over the past two years is 14%. Over that same time period, NSHE received a 1.0% COLA.

Whereas Social Security benefits will have a Cost-of-Living-Adjustment (COLA) of 8.7% for 2023, and had a previous COLA of: 5.9% for 2022.

Whereas the Nevada State Legislature passed a COLA for NSHE Professional staff of: 1.0% for 2022, and 0.0% for 2021. Previous COLA adjustments have not kept up with increases in the cost of living.

Whereas Nevada's tax revenues for 2022 are 25% higher than projected.

Be it resolved that the TMCC Faculty Senate urges the Nevada State Legislature to fully fund a COLA adjustment of at least 9% for Financial Year 2023 and 6% for Financial Year 2024 in order for salaries to be maintained relative to inflation.

## Old Business

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Three requests were made under this agenda item: an update on the VPFA position, to find out what TMCC's contingency fund balance currently is, and are the funds American Rescue Funds.

## New Business

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None

## Adjournment

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**Meeting Adjourned:** 2:01 p.m.

Next Meeting: November 18, 2022, 12-2 p.m. via Zoom