



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES NOV. 18, 2022

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

In Attendance: Kevin Dugan, Ana Douglass, Brian Fletcher, Meeghan Gray, Matt Leathen (Chair), Ron Marston, Jim New, Doug Plourde, Phil Smilanick, Brad Summerhill

Absent: Felix Danger, Heidi Julius, Fred Lokken, Staci Miller (Proxy: Ron Marston),

Guests: Amber Anaya

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Approval of the October 14, 2022 Minutes

Jim New moved and Ron Marston seconded to approve the October 14, 2022 Minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes as amended.

Travel Requests

The committee received two requests. Ron Marston moved and Megan Gray seconded to approve Molly Maynard's request in the amount of \$750.00 and table Rossi Todorova's request until Spring. The committee approved the motion.

Budget Updates

VPFG: The consultant has been hired and a survey has been sent by the consultant to allmailboxes. The Budget Director position is also posted. A committee for the VP position has been formed.

Planning Council Budget Subcommittee: The committee met Nov. 1 and are preparing to consider RAP Requests. A committee member asked how much the RAP budget is. The total funding has not yet been announced.

RAT/PAIDs Committee: Brad Summerhill is the chair. The budget set aside is \$100K. The committee has not yet discussed sustainable mechanisms. Performance evaluations and excellence will be considered while also finding a way to not pit junior and senior faculty against each other.

Salary Equity Study: The next meeting is Nov. 28. Two proposals have been received.

BPLAT – Budget Planning and Legislative Action Taskforce: The taskforce met Nov. 7 and considered three scenarios: no budget reduction, a 10% reduction, and a 17% reduction. The taskforce will discuss budget items in the Spring. Concern was raised by a SBBC member about holding off on budget items such as buy outs and open positions. The committee also wondered why the BPLAT is not planning a best-case scenario based on Economic Forum predictions.

Cost of Living Adjustment (COLA) recommendation

The recommendation was signed by leadership through motion tracking and was shared with the Institutional Advisory Council (IAC). The recommendation generated a lot of discussion amongst the IAC members.

One-Time Extra Salary Payment – NFA Contract

This is included in the NFA Contract which is headed to the Board of Regents meeting for final approval. The contract will be effective December 16, 2022. Faculty defined in the contract are Academic and Administrative; however, the President wants to award the Classified and Part-Time Faculty as well. The committee crafted a resolution to support the award to faculty, part-time faculty, and the Classified staff.

Resolution: One-time Extra Salary Payment:

Whereas, one-time extra salary payments have been approved for faculty covered under the Nevada Faculty Alliance (NFA) contract,

Whereas, TMCC relies on the hard work of Classified Staff and part-time instructors,

Be it resolved that the Faculty Senate supports a one-time extra salary payment for TMCC Classified Staff and part-time faculty by no later than June 30, 2023.

Ron Marston moved and Meegan Gray seconded to approve the resolution for a one-time extra salary payment. The committee approved the resolution.

Phase-In Retirement

Matt presented an agenda item request for discussion of Phase-In Retirement. There was no strong discussion or support by the committee to pursue this item.

Old Business

None

New Business

A resolution was proposed to encourage administration to include half of the members of the VPFG committee be academic faculty.

Vice President of Finance and Government Relations Search Resolution:

Whereas, TMCC values and relies upon shared governance,

Be it resolved that,

At least half of the voting members on the search committee for the Vice President of Finance and Government Relations should be comprised of academic faculty.

Brad Summerhill moved and Phil Smilanick seconded to approve the resolution for the Vice President of Finance and Government Relations Search. The committee approved the resolution.

Brad mentioned the new PERS rate is 17.5% and that he is the Retirement Plan Advisory Committee (RPAC) representative.

Adjournment

Meeting Adjourned: 2:02 p.m.

Next Meeting: January 27, 2023, 12-2 p.m. via Zoom