



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES APR. 10, 2020

BlueJeans, 12–2 p.m.

Meeting called to order: 12:01 p.m.

In Virtual Attendance: Ron Marston (Chair), Amy Cavanaugh, Dayna DeFilippis, Fred Edgenberger, Kristen Demay, Kevin Dugan, Candace Garlock, Meeghan Gray, Julia Hammett, Beth Humphrey, Matt Leathen, Paula Reynolds

Absent: Dean Burton

Guests: Amber Anaya, Mike Holmes, Nancy Thiele

Welcome

Chair Marston welcomed everyone and thanked them for attending.

Approval of the March 6, 2020 Minutes

Amy Cavanaugh and Meeghan Gray motioned and seconded respectively to approve the March 6, 2020 minutes. The committee approved the motion with 1 abstention.

FS Travel Funds

The committee will not be awarding anymore travel this year due to impending budget cuts because of COVID-19.

Sabbatical Committee Chair and Membership

A new chair and additional membership are needed for the Sabbatical Sub-committee. Chair Marston reviewed the duties of the subcommittee. Beth Humphrey, who has served on the committee for 15 years, detailed how the committee works. Ron will draft an email to solicit interest and additional membership. The committee also discussed if sabbaticals were going to be awarded due to the evolving COVID-19 situation. Fred Edgenberger was unsure if sabbatical budgets would be awarded to the institutions. The committee agreed to have a subcommittee in place. Any sabbaticals awarded would not take place until the following year. The following SBBC members expressed interest in joining the subcommittee: Amy Cavanaugh, Paula Reynolds, Meeghan Gray, and Kristen Demay.

NSHE Budget Cuts

The proposed budget cuts from TMCC are being presented at the Board of Regents meeting today. Chair Marston discussed the main items: for AY20 a 4% cut, and for AY21 either a 4%, 10%, or 14% cut. At the 14% level, a student fee of \$3 per student, and a 4.6% furlough for all Professional staff. Classified employee furloughs and cuts may also happen but are determined by the legislature not NSHE.

Ron and Fred answered questions about buyout consideration, whether the student fee would sunset, and if exigency is being considered. Fred noted yes buyouts are being considered; however, savings from buyouts are not realized until the second year due to how the buyout process is done. One year of salary is paid at the time of the buyout. CARES funding may offset the student fee surcharge, and exigency is not an option at this time. Due to the short turnaround time for budget input, the institutions had to prepare quickly.

The committee also discussed inclusion in the biennium budget input process and the process for who will be furloughed. Ron will request more transparency and inclusion in biennium budget input for the committee and will follow up with administration on the furlough process.

Performance Pay

Performance pay is currently on hold. The 1% mandate was approved at the March 2020 Board of Regents Meeting and will likely go into effect next year. It was unknown at the time of this meeting what other increases, such as employees recently granted tenure, would take effect.

Old Business

None

New Business

Amy Cavanaugh provided an update from the Retirement Plan Advisory Committee (RPAC) meeting. RPAC discussed CARES Act provisions in relation to employee 401A and 403B plans.

- Required minimum distributions are no longer required,
- Loans against retirement plans are in forbearance,
- The plans are opted out of 10% early withdraw fees and are researching,
- The 401A is not eligible for early distributions,
- The 403B is eligible for early distributions,
- The 403B is eligible for early withdrawal up to \$100,000
- Employees may contact a benefits manager to have them share options

TMCC Counseling has a Facebook page and a page in Canvas called Lizard's Lounge. Counseling is also conducting virtual and phone appointments for those in need. Julia suggested a banner on Canvas for students to find counseling help quickly.

Meeting Adjourned: 1:28 p.m.

Next Meeting: TBD