



Truckee Meadows Community College

Faculty Senate Salary, Benefits and Budget Committee

MEETING MINUTES AUG. 20, 2021

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

In Attendance: Kristin DeMay, Kevin Dugan, Brian Fletcher, Candace Garlock, Meeghan Gray, Heidi Julius, Matt Leathen (Chair), Mark Maynard, Staci Miller, Jim New

Absent: Jennie Allen, Phil Smilanack

Guests: Amber Anaya, Elise Bunkowski

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Budget Overview Discussion and Questions for Interim Executive Director of Finance – Elise Bunkowski

Elise joined today's meeting to answer questions and provide budget information. TMCC is 5% down on weighted student credit hours not revenue and noted the two things are different. Capacity enhancements likely will not be included in the next budget. TMCC is working with a \$3 M total budget reduction. The operating budget is down \$1.8 million which may be covered by HERF and other Federal funds. Elise does not anticipate another budget reduction at this time. The committee also discussed zero-based budgeting with Elise. The committee was very appreciative of her attending today's meeting.

Approval of the April 30, 2021 Minutes

Meeghan Gray moved and Staci Miller seconded to approve the April 30, 2021 Salary, Benefits and Budget Committee Minutes. The motion passed.

Sabbatical Subcommittee Membership

Heidi Julius moved and Kevin Dugan seconded to approve the Sabbatical Committee Membership. The motion passed.

PEBP Benefits Update

Chair Matt Leathen did not have any major updates. He has not heard when the special enrollment period for long term disability will begin or opens other than before January 2022.

Admin and Finance Structure Committee Update

This committee is studying the restructure and how all levels of the college are affected. A survey will be sent out to gather more data from employees.

Questions received from the committee: How was the committee membership was determined? Why is there not representation from departments such as facilities, auxiliary services, and budget? Were the survey questions vetted through any other committees or constituencies? Chair Matt Leathen will bring up concerns at JEB and to the Senate Executive Board. The next meeting for the Admin and Finance Structure Committee is being scheduled.

Merit Pay Task Force Update

A 1% merit has been approved and expected to be paid this year based off of evaluations. TMCC proposed Merit awards to be allocated July 1, 2022 based on the 2021-2022 evaluation. The task force is discussing how criteria will be set and whether or not to use the Merit Policy already in the [TMCC Bylaws](#).

Questions received from the committee: Why was a task force created instead of sending this issue to this committee? Will the evaluation process be changed and can the VPAA change the process? Who has authority over evaluation criteria per NSHE Code?

Chair Matt Leathen noted there was a short turn around time to get the policy implemented.

Travel Funding

The Salary, Benefits and Budget Committee has a travel award budget of \$5,000 to award to qualifying faculty. The committee voted and unanimously approved \$2,500 in travel funds to be awarded in the Fall and Spring with applications due September 17, 2021 and February 18, 2022.

Old Business

None

New Business

None

Adjournment

It was moved by Jim New and seconded by Meeghan Gray to adjourn the meeting.

Meeting Adjourned: 1:26 p.m.

Next Meeting: 12-2 p.m., September 24, 2021 via Zoom