SAC Meeting Minutes – July 11, 2018

Open Meeting: 11:57 pm

Presentations:

Laura Maresca, Linda Kosten & Kristen Dominguez – Second phase of comp adjustments are rolling out, it’s 1 million dollars (in addition to the 2.1 mil spent in 2016 during 1st phase, include salary grades, etc…). This phase addresses possible compression created by 1st phase when people have longer tenure at the University. Those who received an adjustment have been here longer than 4 years and 2 years of performance appraisals were reviewed. We took those employees and put them in a formula with years at the University compared to compa-ratio. About 370 employees are receiving increases out of 1500, increase is about 1% of total spent on staff salary. Employees will know soon if they are receiving an increase. Business Officers can look up your salary grade for you. Once you know, you can go to the HRIC website to see the salary range for that grade. Contact HRIC with questions.

Intro of Kristen Dominguez, Director of Compensation – will be hiring two compensation analysts

Future View for Comp – A task force will be established to look at...What have we accomplished, what adjustments do we need to make to get us where we wanted to be at the end of the compensation study, and what do we want to do going forward to ensure we are upholding our comp philosophy, etc... Members of SAC will be engaged.

Everything exists within our ability to pay. The budget is what the budget is, so we cannot pay everyone at mid-point, but we do want to utilize the entire range within the salary grade and pay within it according to experience.

Jenna Brown, University Ombuds – “The Cheerie O” Serves as an organizational ombuds at DU to provide a confidential and informal resource to help people navigate the University of Denver to all members of DU community. Confidential - As long as no one is in harm’s way, everything said to Jenna, stays with Jenna. Informal – not part of any organized structure of the University (doesn’t speak on behalf of the organization). Helps put organizational structure and resources in simple terms.

Contact Jenna anytime. 303.871.4712. ombuds@du.edu, www.du.edu/ombuds.

Announcements/Questions from Membership:

Is there a telecommute policy in the works? Is this something STAR can add to their agenda?

Sustainability Council, Roz Feagins – DU has reduced carbon footprint by 30%. Is now partnering with CSU to use 100% renewable energy. Now partnering with Denver on transportation options to reduce emissions. New Chariot and Ofo is reducing parking demands on campus. Also looking at sustainable efforts in our food programs to reduce food waste and use locally sourced foods. Currently looking to report lights in parking structures with LED. Thank you to staff and faculty who volunteer on sustainability efforts.

Committee Updates:

- STAR: None
- Staff Awards: Looking into scheduling, turnover in CES is delaying finalization, but it will be held in October.
• Employee Appreciation: Will be a day held on August 21. Is being driven by Lloyd Moore, Dir of Benefits in HRIC. Looking to make change and improvements.
• Coat Drive: None
• 26th Annual Spring Fest: None
• Outreach: None

President Updates:

Introductions from all members, what they do on campus, and why they have joined SAC.
Brief History of SAC & Overview of Committee Functions
Current Executive Committee – VP and Webmaster vacant, looking for nominations
Committees – We function by committee. Every member is asked to sit on a committee. Please ensure you are assigned to a committee by checking in with Shannon.

Break: 1:34 pm