

DRAFT
Delta College
Board of Trustees
Special Meeting – Evaluation and Compensation Committee
June 12, 2018
Board Room B-151
4:30 p.m.

Board Members Present: M. Benecke, R. Emrich, M. Nash

Others Present: T. Brown, S. DuFresne, J. Goodnow, L. Govitz, D. Redman, A. Ursuy

Press Present: None

Evaluation and Compensation Committee Chair, M. Nash, called the meeting to order at 4:40 p.m.

M. Nash called for the approval of the agenda. M. Benecke made the motion to approve the agenda with support from R. Emrich. The motion passed unanimously.

M. Nash called for public comment. Hearing none, the meeting proceeded.

M. Nash noted that the purpose of the meeting was to put together a recommendation in regards to Dr. Goodnow's compensation for the 2018-2019 school year. He began the discussion with the data points that were requested such as the maximum amount the employer can contribute to the President's 403b annually as well as the average pay increase for staff. S. DuFresne noted that the proposal being presented to the Board this evening for administrative professional and support staff compensation is a 2% increase on the base. The average with the performance incentive is 3%. Faculty were previously approved for a 2% increase plus steps. The maximum that can be contributed between both employee and employer for the calendar year 2018 to the President's 403b is \$55,000.

M. Nash passed out a recent salary survey for benchmarking against other Michigan Community Colleges. It was noted that the survey was a voluntary self-reporting tool. It was also noted that most of those that reported are relatively new presidents and are new to the position with no previous presidential experience.

M. Nash made a motion for a proposal to increase Dr. Goodnow's base salary by 3% and to award a \$7,500 increase to her deferred compensation. R. Emrich seconded the motion.

R. Emrich then made a motion to amend the original motion to further increase the contribution to the President's deferred compensation to \$10,000. M. Benecke supported the amendment. The amendment passed unanimously.

The committee then voted on the original motion as amended which passed unanimously. This recommendation will be taken to the Board at its regular meeting tonight.

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In trustee comments, R. Emrich noted the need for a competitive compensation package when the time comes to recruit a new president. M. Benecke suggested some innovation with further compensation and not having it tied to the increases received by faculty and staff, possibly a bonus structure.

M. Nash adjourned the meeting at 4:54 p.m.

Talisa Brown, Assistant Board Secretary

Andrea Ursuy, Board Secretary