

Delta College
Board of Trustees
Special Meeting – Evaluation and Compensation Committee
June 11, 2019
President’s Conference Room B-181
4:00 pm

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

Others Present: T. Brown, S. DuFresne, J. Goodnow, A. Ursuy

Press Present: None

Evaluation and Compensation Committee Chair, M. Nash, called the meeting to order at 4:04 pm.

M. Nash called for the approval of the agenda. M. Benecke made a 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 began by having S. DuFresne share information on percentage increases for administrative professional staff and support staff. S. DuFresne noted that the proposal being presented to the Board this evening for administrative professional and support staff compensation is a 2.2% increase on the base. The estimated average with the performance incentive is 3.2%.

S. DuFresne talked about the President’s tax sheltered annuity (403b) and maximum contribution limitations which are set per IRS regulations. M. Benecke asked about other possible alternative compensation options that could be utilized beyond the 403b. S. DuFresne noted that in 2007 the Board took action allowing the President and the Vice Presidents the option to participate in a 457b to be funded by the employee. It is referred to as deferred compensation and would be subject to FICA and also reportable income to MPSERS.

R. Emrich made a motion to increase Dr. Goodnow’s base salary by 3.2% and to increase the College’s contribution to her 403b by \$3,748 for a total of \$56,000. M. Benecke supported the motion. The motion passed unanimously.

M. Benecke asked about variable compensation plans. She explained an option where specific money would be set aside as incentive pay for specific employees to earn if goals are met. R. Emrich noted that this is not something normally done in education. M. Benecke noted that she would like to see best practices among other institutions even beyond Michigan.

M. Nash made a motion to take the President’s compensation recommendation to the full Board for approval along with a statement summarizing the President’s evaluation. R. Emrich supported the motion. The motion passed unanimously.

R. Emrich thanked M. Nash and M. Benecke for all their work. J. Goodnow extended a “big thank you” to everyone who was involved in the process.

M. Nash adjourned the meeting at 4:50 pm.

Talisa Brown, Assistant Board Secretary

Andrea Ursuy, Board Secretary