

## **CUPA Compensation Committee Meeting**

**October 24, 2017**

The meeting was called to order at 9:33 in Founder's Hall Chapel.

Those present were: Dr. Joe Delap, Mike McCoy, Dr. Kim LaFevor, Jonathan Craft, Mark Gale, Michael Essary, Greg Holiday, Laura Kerner, Susan Owen, Nancy Morgan, Suzanne Sims, Tina Sloan and Debra Vaughn.

The meeting began with acceptance of the minutes of the previous meeting.

### Old Business-

Performance Evaluations-tabled to future meeting

Review of Meritorious Awards Program-tabled to future meeting

Step 27-All employees have been contacted who were at step 27 of the old pay system. Out of those 23 who were eligible, 12 accepted and 11 declined.

Survey Data-All data has been pulled for both the 2015 and 2017 designated peer groups.

### New Business-

CUPA Salary Review-We are tentatively scheduled to conduct another salary analysis to review positions with a target date of completion by February 2018. This will be a look at the current placement of employees' classifications.

Performance Evaluations-For the 2017-2018 year, we will remain on the current evaluation system but will have a target of 2018-2019 for a new evaluation system for staff.

Meritorious Program-The program will remain as it is for the current year but will have a target of 2018-2019 for a revised program.