

**Personnel and Benefits Meeting
November 9, 2016**

Attending: Sherry McCormick, Carla Myers, James Parmentor, Jeremy Bono, Leann Morgan, Tom Zwirlein

Happenings at the System P&B meeting.

The tuition benefit for dependents is nearing completion. A draft of the three year trial policy should be out soon.

System P&B continues its work on the FCQ and will be using several alternative instruments in a sample of classes across the system this fall. The results from this survey will be used to help in revising the existing FCQ.

The in-service benefit available to faculty is changing. The in-service benefit allows rollovers from the 401(a) to and IRA or direct withdrawals from the 401(a) for faculty who are at least 59 ½ years of age. The IRS is changing the rule on such withdrawals and starting on January 1, 2017 withdrawals can be made after reaching age 62 or over. System P&B is considering how to deal with this issue.

Faculty Assembly will vote on two motions regarding in-service withdrawals at its Friday, November 11 meeting.

The committee moved on to discuss the compression model for this year under the assumption there may be funding for another round of compression adjustments. There is no guarantee these funds will be available this year.

Several faculty expressed concerns that using the average department rating as the threshold for eligibility into the compression pool can eliminate some high performing faculty. P&B will look into this possibility and see how it might make an adjustment to the model to deal with this issue.

It was brought up that the CUPA data can change a great deal from year to year for some disciplines. It was suggested that a three or five year average of CUPA data might be appropriate.

Robyn will be invited to the next meeting to discuss some of these changes.

Tom attended a meeting with the Chancellor, Vice-Chancellor for Finance and Administration, Faculty Assembly President, Dean of LAS and a number of instructors from LAS to discuss a number of issues created in the salary structure of NTT faculty when the new floor of \$40,000 starting salary was set this year. The chancellor indicated she would like to take a look at the salary structure of instructors and senior instructors to see if any adjustments are warranted. This is a separate analysis from compression.

Next meeting is December 7th at 10:00 am in Dwire 205.