

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Human Resources Committees **Date:** October 21, 2015

Title: Approval of Minnesota State Colleges and Universities Personnel Plan for Administrators

Purpose (check one):

- | | | |
|---|---|--|
| <input type="checkbox"/> Proposed
New Policy or
Amendment to
Existing Policy | <input type="checkbox"/> Approvals
Required by
Policy | <input checked="" type="checkbox"/> Other
Approvals |
| <input type="checkbox"/> Monitoring /
Compliance | <input type="checkbox"/> Information | |

Brief Description:

Board approval of proposed changes to the Plan is required prior to presenting it for approval by the Subcommittee on Employee Relations.

The following are the more significant proposed changes to the Plan:

- A 2.25% merit pool in each year of the biennium to support individual performance based salary increases
- A 2.5% increase to the General Salary Grid and a 3% increase to the salary ranges for presidents and the chancellor for each year of the biennium
- Increased the number of sick leave days (from 5 to 10) a birth mother or adoptive parent may be granted upon the birth or adoption of a child

Scheduled Presenter(s):

Mark Carlson, Vice Chancellor for Human Resources
Chris Dale, Senior System Director for Labor Relations

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES**

BOARD ACTION

APPROVAL OF MINNESOTA STATE COLLEGES AND UNIVERSITIES
PERSONNEL PLAN FOR ADMINISTRATORS

1 **BACKGROUND**

2 The MnSCU Personnel Plan for Administrators for 2016-2017 is being presented to the board
3 with its proposed changes.

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5 **RECOMMENDED COMMITTEE ACTION**

6 The Human Resources Committee recommends that the Board of Trustees adopt the following
7 motion.

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9 **RECOMMENDED MOTION**

10 The Board of Trustees approve the MnSCU Personnel Plan for Administrators for 2016-
11 2017, and authorizes the chancellor and his designees to take all measures they deem
12 appropriate to secure the legislative approval to implement the Plan.

13

14 *Date of Approval: October 21, 2015*

**MnSCU PERSONNEL PLAN FOR ADMINISTRATORS
2016-2017
SUMMARY OF PROPOSED CHANGES**

Economics:

FY 2016

- A 2.25% merit pool in to support individual performance based salary increases
- A 2.5% increase to the General Salary Grid and a 3% increase to the salary ranges for presidents and the chancellor. This change would not change the salary of any individual administrator.
- Additional compensation that can be paid to an administrator for “incidental” work unrelated to normal job duties per Section 1.13, Subd. 7(e) of the Plan is increased from \$1000 per year to \$2000 per year.

FY 2017

- A 2.25% merit pool in to support individual performance based salary increases
- A 2.5% increase to the General Salary Grid and a 3% increase to the salary ranges for presidents and the chancellor. This change would not change the salary of any individual administrator.

Non-Compensation Major Language Changes:

- Increased the number of sick leave days (from 5 to 10) a birth mother or adoptive parent may be granted upon the birth or adoption of a child
- Harmonize the years of service as a State manager or MnSCU administrator that are required to be eligible for severance pay