The Salary and Fringe Benefits Committee met Sept, Oct, Nov, Jan, March, and April of this year.

Issues discussed included:

- The status of the faculty health care benefits how it affects P&S employees.
- The telecommuting policies of other institutions.
- Existing benefits to P&S employee as it relates to satisfaction.
- The survey questions and results were discussed at a few meetings.
- Salary Increase options for FY 2012

A survey on benefits was developed and administered to the P&S staff from Jan 10th through February 10, 2011. This survey was written up as an executive summary by the committee chair and sent to the council and the University administration.

The committee sent out a notification email to promote the benefits change sessions and make sure that employees were aware of the changes to Life Insurance and AD&D that were coming.

The committee discussed how the salary increases should be distributed. A recommendation to apply 1% across the board in July 2011 and the remaining as merit split between July 2011 and January 2012 was brought to the council. This recommendation was prepared and sent to the President and forwarded to the university cabinet for approval.

The committee generated a letter about concerns over communication between the administration and the P&S council to request more information on the future direction of the campus.

The committee was requested to survey P&S employees on benefits every 2 years to assist in negotiation processes, but should be done soon in the fall so that it can be well communicated and used by administration.

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