

Summary of Meeting Minutes

Collaborative Labor Management Committee (CLMC)

3/18/2010, 9:30 a.m. – 11:30 a.m.

Present: Susan Briggs, Bob Campbell (alternate), Ilene Cohen (co-chair), Kathy Crego (MPEA representative), Bill Dwyer (co-chair), Brenda Hawk, Margo Heberling, Anne Kish (secretary), Cheri McCarthy

The meeting was called to order at 9:30 a.m.

Agenda Item #1: Staff Compensation Plan

The system-wide Labor Management Committee will be reviewing employee pay plans in April. This committee reviewed employee pay plans today in order to educate the committee members and to discuss areas of concern.

The employee pay plans can be viewed by all on UM Missoula's website at...

<http://www.umt.edu/hrs/staffcomp.html>

Four plans were discussed in detail: Strategic pay, Progression pay, In-Range Progression pay, and Lump-sum bonuses. Discussions focused on how these plans are initiated and how they are used on the UM Western campus. Individually, the committee members will further study the pay plans to enable them to develop a plan to disseminate information regarding the pay plans to the rest of the campus and to enable them to formulate a committee statement regarding the pay plans. This agenda item will be addressed again at the next committee meeting.

Agenda Item #2: Physical Fitness Proposal

This item was tabled and will be addressed at the next committee meeting.

Non-Agenda Item #1: Budget Update

The committee was updated on the budget. The proposed system-wide reductions can currently be found at...

<http://budget.mt.gov/default.mcp>

The reductions pertaining to higher education begin on page 115.

UM Western is cutting approximately \$60,000 from the budgets for FY 10 and FY 11. For FY 12 and FY 13 there won't be federal tuition mitigation funds. Budget presentations are currently being prepared for FY 12 and FY 13.

The meeting was adjourned at 11:30 a.m.