Saint Louis University
Compensation and Fringe Benefits Committee
End of Year Report 2013-2014

Membership
Ian Redmont (A&S)  Mary Krieger (UL)  Steve Bolesta (SOM)
Carl Maertz (CSB)  Vicki Moran (SON)  Kathy Kienstra (RT)
William Ebel (PC)  John James (CEPS)  Mark Gaynor (SPH)
Bradley Fogel (SOL)  Terry Tomazic (A&S)  Chris Sebelski (EC Liaison and Chair)

Committee Charges for 2013-2014:

ISSUE: Salary compression and salary equity

CFBC members plan to continue to work with administration to address the issue in the proposal of a multi year strategic initiative towards compensation philosophy and budgeting to address salary compression and salary equity.

• Forward of compensation plan to CFO for feedback, then to Office of Chairman, CADD, and BoT
• Attendance of budget meetings by one or more members of the CBFC
• Continue to make recommendations to the CFO and BoT regarding the compensation philosophy and salary inequities experienced at SLU

ISSUE: Fairness and comprehensive benefits (including same sex partners, “legally domiciled adult”, and scope of coverage – autism?)

CFBC members plan to explore the fairness and comprehensiveness of benefits to include legally domiciled adults and the scope of coverage for specific disorders such as autism.

• Contact the AAUP regarding recommendations for language to address same sex partners for benefits
• Contact the Medical Ad Hoc committee regarding the status of coverage for treatment of autism spectrum disorder

ISSUE: Affordable Care Act

CFBC members plan to explore opportunities for education to the University community on the Affordable Care Act, and the University’s plans to regarding its impact.

• Contact the Medical Ad Hoc committee regarding
  o Planned education sessions regarding long term medical plans (ie: Genworth) and University plans regarding the Affordable Care Act
  o Contact SAC regarding the affordability of benefits for those on a lower payscale

Committee Report

The CFBC met in September, 2013 and in April 2014 to discuss the charges, progress, and then to outline a plan for the 2014-2015 year. The majority of communication is electronic. The following highlights the status of the charges at year’s end and the intended plan.

Charge 1 regarding the compensation philosophy: The document was presented to the Faculty Senate in April, 2014. As noted it has also been presented to the FSEC, VP of Finance Heimburger, and the Executive Staff. Additionally, during the November 2013 budget meetings, the compensation philosophy was positively received by those in attendance as presented by the Chair of the CFBC.

Plan: It is the intention of the CFBC to continue its work with administration with an emphasis on a multi year strategic initiative towards compensation philosophy and budgeting to address salary compression, salary equity, and salary inversion situations which are evident.
Charge 2 regarding domestic partnerships and benefits: Interim VP – HR Haberberger presented at the March 25th Faculty Senate meeting regarding these charges. Current discussions indicate there is support from administration focusing on “legally recognized marriage” from any state without regard to gender. Initial discussions (mtg of 4-16-2014) of the medical ad hoc committee indicate that adoption of this language for benefits is strongly recommended. Data from HR indicate the cost to the benefits program with this adoption is nominal. Support and understanding of adoption of benefits for domestic partnerships or “legally domiciled adult” is less clear.

Plan: The CFBC members agreed the language and impact of “legally domiciled adult” and domestic partnership warrants exploration. Work will focus on institutions that have adopted such language and contact with advocacy groups which may assist in the development of a working definition.

Charge 3 regarding benefits: The presentation by Interim VP-HR Haberburger and Elisabeth King during the March 25th meeting yielded several action items. Information was forwarded to them regarding contacting the chairs on an educational session for FMLA benefits. Additionally, it was suggested that HR be a standing commitment for education to the Senators during the October Faculty Senate meeting.

Plan: The CFBC members agreed to examine a forwarded document from the website: http://www.saramitchell.org (Sara Mitchell is Political Science Dept chair at the University of Iowa) which compares FMLA type benefits of institutions. Comparisons to SLU benefits will result in recommendations for potential areas of improvement. A late semester discussion regarding tuition remission benefits and perceived misrepresentation of this benefit emphasized the need to explore this topic. The members of the CFBC agreed to explore other tuition remission type benefits for member of the SLU community (ie; FACHEX, tuition exchange, etc).