

Benefits and Compensation

Timeline of Events

- H.R. Directors recommend review of outmoded/outdated compensation practices

Summer 2009

- SPPC receives formed proposals regarding:
 - Vacation Time/Earned Time
 - Longevity
 - Curtailed Operations Pay
 - Shift Differential

Fall 2009

- Concern that USNH state appropriation may be cut but level funding must be maintained for NH to receive federal stimulus dollars

Fall 2009

- Mercer is hired to review and compare USNH total compensation position to market

December 2009

- Medical premiums increase system wide for OS and PAT Staff (includes PSU Faculty) and KSCEA (Keene State benefitted faculty)
 - No increase for AAUP (UNH Faculty)

January 2010

- Mercer Study
- Representatives of the USNH institutions attend presentation of Mercer Report to BOT Financial Affairs Committee
 - Mercer Report was intended as a review and did not provide any specific recommendations
 - No costing was done as part of this review

Spring 2010

- John Small is named to fill final year of vacated term on BOT
- Trustee Small will chair a subcommittee created to review benefits and compensation starting with a philosophy statement
- Costing analysis of USNH package

August 2010

- Trustee Small visits KSC and meets with the President, Vice President Kahn and HR Director Kim Harkness
- SPPC is notified that employees will be surveyed and employee input will be sought
- Total Rewards Subcommittee is announced to review compensation practices

September 2010

- BOT hires Towers-Watson to create the survey

October 2010

- SPPC meeting
 - SPPC members take sample survey 1-2 days prior to the meeting
 - At the meeting, Towers-Watson presents the survey and receives feedback from the SPPC
 - This is the only opportunity for employee input before the survey is released

November 2010

- In addition to SPPC, a “more random group” of employees were used to test the survey because SPPC members might be too familiar with benefits programs and might not accurately represent how most employees would react.

November 2010

- 12/1 - Councils send an email to staff informing them of the survey, the chain of events and outlining the list of concerns that the SPPC and the councils will share with the administration and the system
- 12/1 - Dr. Giles-Gee sends an email formally announcing the survey
- 12/2 – KSC council chairs send letter to President Giles-Gee and Chancellor Mackay

December 2010

- 12/6 – Survey is released (KSCEA declined an invitation to take the survey)
- HR provides open labs on 12/13, 12/14 and 12/17 with staffing to assist employees
- 12/14 – Kim Schmidl-Gagne meets with chairs from other USNH institutions
- 12/21 - Chancellor MacKay sends a letter to the SPPC which addresses many of the concerns raised by KSC staff

December 2010

- 1/4 – KSC council chairs and SPPC representatives meet with Trustee Small at KSC
- 1/5 UNH and KSC council chairs send a letter to the Chancellor
 - Letter originally was very similar to KSC letter
 - Revised after SPPC letter from the Chancellor
 - Contains a request for public documents and electronic tool related to the survey

January 2011

- 1/9 – Chancellor responds to UNH and KSC chairs
- 1/20 – SPPC meets and Towers-Watson presents survey results
- 1/24 – Total Rewards Subcommittee meeting

January 2010

- 1/27 – KSC chairs re-request benefits and compensation related documents and electronic tool
- 1/28 – Chancellor responds
 - Hardcopy of documents will be sent to SPPC members via mail
 - Electronic tool and training will be made available for HR Directors

January 2011

- 2/1 – Towers Watson report is delivered to KSC
- 2/7 – Towers Watson report presented to Financial Affairs Committee and approved for presentation to the full BOT
- 2/10 – Electronic tool is available for use by the HR Directors

February 2011

- 2/17 – Presentation of the Towers Watson report to the full board at KSC

Upcoming