Members Present: Melissa Amos-Landgraf, Kevin Walters, Barb Peters, Brenda Krueger, Debbie Weber, Dorothy Steele, Heather Daniels, Elizabeth Bolt, Carl Hampton (representing Damon Williams)

Members Absent: Gary Sandefur (chair), Lisa Rutherford, Sue Babcock, Barb McPherson, Carol Hillmer

Ex-Officio Members Present: Mark Walters, Steve Lund, Al Crist, Eden Inoway-Ronnie

Others Present: Kurt Dorschel, Greg Bump

1. Agenda review
   • No Changes.

2. Meeting minutes from June 29, 2012
   • Approved minutes.

3. Project Update – Steve Lund, Mark Walters
   • Project team met with leadership council on Wednesday, July 25.
   • Board of Regents will review the UW-Madison proposal in November.
   • UWSA will be releasing their draft proposal in mid-August, approximately a month before UW-Madison.
   • UW-Madison and UW System University Personnel System likely align in most areas; however, the final alignment has not been determined.
   • Members provided comments on communications and publication of the HR Design proposal to the campus community.

UW System University Personnel System (UPS) Update – Al Crist
• UPS Steering Group met on July 12 to discuss requirements for JCOER approval, requirements for Board of Regent approval, and campus approval.
• Identifying components of the new personnel system may need to be in place on July 1, 2013.
• Campus’ chancellors and the UPS task force meet in August for review and update.
• The work teams meet on August 14 and 15 for review and update.
• The November Board of Regent meeting will devote half of the meeting time to HR Design and UPS presentations.
• An overarching policy that provides regent authority for both personnel systems are being considered.
4. Diverse Workforce - Mark Walters
   • The broad definition of diversity is in line with leading thinking.
   • We do need to have data on employee engagement.
     ▪ It is important to have a clear understanding of what the data will be used for
     ▪ We have examples on campus where engagement studies have been done
   • Defining the operational unit can be difficult – is it the division, department, lab
     ▪ Sometimes operational needs require different rules
     ▪ Differences can lead to employee dissatisfaction.
     ▪ Compensation can sometimes make up for differences (e.g., snow days)
     ▪ Respect and valuing contributions is more important
   • We need to understand the relationship between compensation and benefits.
     ▪ In the past, classified employees have sought more benefits in exchange for compensation
     ▪ Some “benefits,” such as parking, are really about compensation
   • Percentage increases reflect the market of different jobs, but also increase the differences in pay.
     ▪ Pay tools can be used to address both market and internal equity
     ▪ “Cost of living” varies for different segments of the population

5. Benefits – Steve Lund
   • Benefits cannot be separated from a consideration of compensation. The concept of “total compensation” is important.
   • Our market is different from when we had retirement paid and lower health premiums.
   • The analysis of benefits will be done with the job classification and compensation study and will incorporate the work of the Benefits work team.
   • JCOER may want to see the results of that study.
   • Members provided feedback on how decisions will be made, who will make the decisions, will the benefit recommendations be removed from the project website, and authority to establish a benefits program, i.e. SHICC.
     ▪ The Board of Regents and the UW-System President would review and decide any proposal after it was vetted through stakeholders. The UW-Madison Chancellor would determine whom to consult and how, and would make the recommendation to the UW-System President and Board of Regents.
     ▪ The recommendations are a product of the work team’s efforts. The project team will communicate to the benefit’s team a changing in approach as it relates to a benefits study.
     ▪ SHICC is in the compensation plan, and we are asking for full authority on the compensation plan.
6. Prioritizing Efforts - Steve Lund
   • Update committee on efforts to prioritize efforts and recommendations being considered for July 1, 2013, including SHICC, changes to Chapter 230 (like legal holidays), employee categories and governance solution for university staff. The single income continuation program may be difficult to achieve by then. The ability to get performance adjustments for unclassified staff. A new compensation design, a new leave accrual, and new titles will not be in place by then.
   • Members commented on an RFP for the recruitment and selection system, limitations, consistency and productive.
     ▪ UW-Madison will consider PeopleSoft’s Talent Acquisition Manager (TAM), and based on past experience we will not build it ourselves. We will look at other institutions solutions, and incorporate the voice of the UW-Madison customer.
   • Members commented on campus communication and review including differences.
     ▪ We plan to communicate with campus stakeholder groups and campus community though there may be changes in the proposals after campus stakeholder reviews.

7. Miscellaneous
   • Committee members voted to cancel the August 3, 2012 meeting.
   • Committee members will report out on their constituent group’s feedback on the recommendations at the August 10, 2012 meeting.

8. Adjourned