

UTAH COLLEGE OF APPLIED TECHNOLOGY

AGENDA ITEM

UCAT BOARD OF TRUSTEES

17 September 2015

ITEM: II.Q

TOPIC: Adjustments to DATC and MATC Campus Presidents' Compensation

BACKGROUND

Utah Code 53B-2a-102 (2)(i), requires the UCAT President to set annual compensation for campus presidents, with the approval of the UCAT Board of Trustees. In the June 11, 2015 meeting the Board of Trustees approved a 2% adjustment to the salaries of the eight UCAT presidents and the UCAT president, except where salaries have been capped.

DATC conducts an annual awards meeting where employees who have met certain longevity benchmarks are provided a cash award. DATC Campus President Michael Bouwhuis completed 20 years and became eligible for a \$550 one-time award under DATC policies. Because this is a form of compensation it requires approval of the UCAT President and also the UCAT Board of Trustees.

MATC shifted insurance carriers on July 1, 2015 and provided a salary increase of \$2,420 to all benefits-eligible employees to off-set a decrease in the former campus-provided HSA contribution. This information was not considered in the June 11, 2015 meeting when adjustments were approved and adding this amount to President Christensen's salary also required the approval of the UCAT President and UCAT Board of Trustees.

RECOMMENDATION

It is recommended that the Board of Trustees approve President Brems' recommendation that a one-time 20-Year Longevity Stipend of \$550 be paid to Campus President Michael Bouwhuis, consistent with all other DATC benefits-eligible employees who have attained 20 years service.

It is recommended that the Board of Trustees approve President Brems' recommendation that a \$2,420 increase be added to the salary of MATC Campus President Clay Christensen to off-set the change due to the new MATC HSA policy adjustment, consistent with all other MATC benefits-eligible employees.

