

University of Arkansas Community College at Batesville
Administrative Cabinet Meeting
Special Called Meeting
February 21, 2022 / 4:45 p.m.
TEAMS
Minutes

Members present were Dr. Anne Austin, Ms. Mandy Walker, Mr. Zach Perrine, and Dr. Brian Shonk. Cabinet recorder, Ms. Jodie Hightower, was also present.

Dr. Shonk called the meeting to order at 4:45 p.m.

Dr. Shonk called the meeting to address questions from the UA System office regarding the 2% cost of living adjustment (COLA) Governor Hutchinson recently announced for state employees.

Dr. Shonk reminded members that the College provided a stipend on June 30, 2021 to employees and then provided a 2% increase as a pool adjustment on July 1, 2021. He asked for clarification regarding an Arkansas law that only allows classified personnel to receive up to a 2% COLA adjustment annually. The members agreed this is correct. Ms. Walker clarified too, that the College provided a raise to classified associates on July 1, 2021 because of a change in the classified compensation act that adjusted all salaries for classified associates. She said it worked out to be about a 2% increase. For non-classified personnel, the College provided a 2% pool adjustment. She clarified to the Dr. Bobbitt authorized a 2% adjustment to the pool and not a 2% COLA last year.

Governor Hutchinson announced February 17, 2022 a 2% COLA increase for state employees. The System office said the announcement does not apply to higher education institutions. However, the System office is requesting information for the following questions:

1. If authorized, do you plan to provide a 2% COLA prior to 6/30/22?
2. If authorized, would the 2% be available for all employees?
3. If not, what restrictions/limitations would your campus impose on receipt of the COLA? For example, only provided to employees making less than X?
4. Do you have sufficient funds for this purpose?

Dr. Shonk asked if the College can support a 2% COLA with available funds. Ms. Walker said yes, it would cost about \$100,000 in salary and roughly \$25,000 in fringe benefits costs.

Dr. Shonk provided a brief overview of the salary compensation workgroups and the expectations of the workgroups.

The group discussed providing a 2% COLA, if allowed by the UA System, as well as the possibility of a 2% adjustment in July 2022. These increases would be separate from any merit increases that might be provided. They also discussed whether an increase should be for everyone or only for those under a certain salary level. Dr. Shonk will confer with Mr. Perrine and Ms. Walker tomorrow prior to responding to Dr. Bobbitt's email.

With no further business the meeting adjourned at 3:29 p.m.

Respectfully submitted by Ms. Jodie Hightower.