

# Personnel Committee Report

- ▶ Personnel changes are described in the attached report provided by Matt Underwood
- ▶ Lia Santos, Personnel Committee Chair, met with Kari Lovell and Matt Underwood on Thursday, October 2<sup>nd</sup>. A summary of meeting notes/that discussion is provided below. There are no further details, decisions, or votes required at this time. This is an FYI on meeting items and discussions to-date:
  - **Contract terms:** Is there something we might be able to include before the contracts are provided next year to deter mid-year voluntary termination? This is very disruptive to the entire ANCS Community. Given the contracts are in one-year terms, it seems there is something we might want to include to encourage completing the entire one-year term

# Personnel Committee Report

## Salary Budget and Distribution:

- We all know that salaries are a large budget item that is not likely to experience significant fluctuations from year to year. ANCS has historically distributed this budget using guidelines from APS. Last year, the merit increase percentages varied based on tenure at ANCS. The objective was to recognize team members who've been with ANCS for multiple years and who we know did not receive a merit increase for 5 years.
- Given the budget, there are a variety of ways that it can be distributed. As a Community we want to make sure we are distributing it commensurate with the expectations/"what matters most" at ANCS. This is a big question that is difficult to answer so at this point these are just conversations and discussions to be had. There are no decisions, recommendations, etc. to propose or vote on at this time. We will continue these discussions and continue to keep everyone updated on progress.

# Personnel Committee Report

## Food Program Salaries:

- We discussed the potential of annualizing hourly employee's salaries, given the long breaks and summer. If not annualized during these breaks, the staff would have no income unless they have another job.
- Given the uniqueness of our food program, this staff is very valuable. It takes quite a while to get individuals up-to-speed on food preparation, communication with staff/students, education on health/food, etc. We want to make sure we are doing everything possible to retain these team members.
- One last item we are looking into are hourly rates for this type of position. We are researching this and will ensure that our hourly rates are inline with market compensation levels for similar roles.