



**Special Board Meeting  
Lump Sum Compensation Adjustment/Notice\***

**Tuesday, June 15, 2021 – immediately following the Public Hearing on the Budget**

**NOTICE IS GIVEN** that the Milwaukee Area Technical College District Board will meet in open session **via teleconference using this link:** <https://us02web.zoom.us/j/85219612224> . Milwaukee Area Technical College is holding this open session electronically pursuant to the Wisconsin Department of Justice, March 16, 2020 guidance regarding Wisconsin Open Meetings Law. This is notification that the meeting will be recorded.

Estimated Time		Agenda Items**	Presenter(s)
5:00 p.m.	1.	<b>Call to Order</b> a. Roll Call  b. Compliance with the Open Meetings Law	Board Chair
5:05 p.m.	2.	<b>Comments from the Public</b>	Board Chair
5:10 p.m.	3.	<b>Action Item</b> a. <a href="#">Resolution (F0182-05-21) to Approve Lump Sum Compensation Adjustment</a>	VP Human Resources
5:30 p.m.	4.	<b>Adjournment</b>	Board Chair

**Education that transforms lives, industry, and community**

\*This meeting may be conducted in part by telephone. Telephone speakers will be available to allow the public to hear those parts of the proceedings that are open to the public.

\*\* Action may be taken on any agenda item, whether designated as an action item or not. Agenda items may be moved into Closed Session for discussion when it becomes apparent that a Closed Session is appropriate under Section 19.85 of the Wisconsin Statutes. The board will return to Open Session to take action on any item discussed in Closed Session.

*Reasonable accommodations are available for individuals who need assistance. Please call 414-297-6719 to schedule services at least 48 hours prior to the meeting.*

**Attachment 3 – a**

**RESOLUTION TO APPROVE LUMP SUM  
COMPENSATION ADJUSTMENT  
(Resolution F0182-05-21)**

**Background**

MATC Administration is recommending using a portion of the budget remaining at the close of FY21 to support a discretionary one-time lump sum compensation adjustment to recognize eligible employees for their contributions throughout the last year with extraordinarily difficult challenges brought about by the pandemic, and for not receiving any general compensation increase in FY21. The amount of the lump sum compensation adjustment will be calculated at a flat rate of \$2,000 per eligible full-time employee and \$1,000 per eligible part-time employees based on the following eligibility criteria:

1. Employees with a start date at MATC on or before September 1, 2020, which includes:
  - a. Rehired Wisconsin Retirement System (WRS) annuitants (those that have retired and have returned to teaching or working part time as of September 1, 2020).
  - b. Employees participating in the Voluntary Separation Incentive Program (VSIP) will receive the payment.
  - c. Part-time faculty who had fall and spring semester assignments shall be eligible for a lump sum compensation adjustment calculated at a flat rate of \$1,000.
  - d. Part-time faculty who had either a fall spring or spring semester assignment (one semester) shall be eligible for a lump sum compensation adjustment calculated at a flat rate of \$500.
  - e. Academic year employees who are retiring but not eligible for the VSIP will receive the payment. This includes academic year employees who retired on or after May 21, 2021.
2. Employees actively employed as of the date the lump sum compensation is paid.
3. All college-funded positions are eligible, with the exception of activity facilitators, casual employees or student workers.
4. Grant funded positions where grant terms allow.

The lump sum compensation adjustment is a one-time payment and will not affect an employee's base salary. This payment will be distributed in June, 2021.

**Resolution**

WHEREAS, MATC administration anticipates closing FY21 with a funds remaining to cover the expenses of this distribution; and

WHEREAS, MATC employees did not receive any general pay increase or lump sum distribution in FY21;

WHEREAS, MATC administration recommends using a portion of the FY21 budget surplus to support a flat rate lump sum compensation adjustment as set forth above to eligible employees;

THEREFORE, BE IT RESOLVED, that the MATC District Board authorizes the administration to pay a discretionary one-time lump sum compensation increase in the amount and based on the eligibility criteria outlined above in June, 2021.