



MATC Vision

**MATC is the premier, comprehensive technical college
that provides excellence in education
to enrich, empower, and transform lives.**

January 31, 2017

NOTICE TO RESIDENTS OF THE MILWAUKEE AREA
TECHNICAL COLLEGE DISTRICT, WISCONSIN

A mini-retreat* of the **MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD, WISCONSIN**, will be held in the **BOARD ROOM, ROOM M210, of MILWAUKEE AREA TECHNICAL COLLEGE, 700 WEST STATE STREET, MILWAUKEE, WISCONSIN**, on **FRIDAY, FEBRUARY 3, 2017** beginning at **8:00 A.M.** The agenda** for said meeting is presented as follows:

- A. Roll Call**
- B. Compliance with the Open Meetings Law**
- C. MATC District Board Consideration of Compensation Study Philosophy**

* 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 may return into Open Session to take action on any item discussed in Closed Session.

*Reasonable accommodations are available through the ADA Office for individuals who need assistance.
Please call 414-297-6610 to schedule services at least 48 hours prior to the meeting.*



Proposed Compensation Philosophy

Background

In the spring of 2016 a Compensation Study Steering Committee was formed to begin the foundational work of creating the College's Compensation Philosophy to guide the work of the comprehensive compensation and classification study. A cross functional group of eighteen (18) employees from across different employee groups served on the steering committee. The committee met over a period of seven (7) months to develop a committee charter, ground rules and create an overall Compensation Philosophy and supporting principles in alignment with MATC's mission, vision and values. The Steering Committee sought to reach consensus on the recommendations to be sent to the President's Cabinet. There were two statements proposed by members of the committee that are noted on the attached document for which consensus was not reached. Those statements were noted as such for further consideration and review by the President's Cabinet and MATC Board of Directors.

After the Compensation Philosophy was completed by the Steering Committee, Dr. Martin and her Cabinet also reviewed the document. The statements highlighted in yellow on the attached document were added by Dr. Martin and her Cabinet as a recommendation to the Board for further consideration.

The attached Compensation Philosophy is a formal statement documenting the College's position about the employee compensation and the considerations that should be taken into account when developing the compensation system. It essentially explains the "why" behind employee pay and creates a framework for consistency. A well designed compensation philosophy supports the organization's strategic plan and initiatives, organizational goals, operating objectives and compensation and sustainability strategies.

Compensation Philosophy

MATC provides a fair and equitable compensation system that allows the college to attract and retain the most talented and effective workforce whose staff, faculty and administrators are committed to the college's mission, vision and values.

The MATC Compensation Philosophy is:

Student Centered

- The compensation system allows MATC to attract, develop, and retain employees that mirror the diversity of our student body.
- MATC's compensation system promotes a culture that ensures employee focus on and commitment to student success.

Objective

- The assignment of compensation is data-informed using objective standards, formulas and procedures, including collective bargaining (as applicable), so as not to be influenced by personal feelings, interpretations, or prejudice.

Transparent

- Standards and formulas used in determining compensation are easily understandable, accessible, and available to the MATC Community.

Fair and Equitable

- Workplace equity refers to the employees of MATC being treated fairly according to applicable laws including equal pay laws, employment opportunity laws, and the Fair Labor Standards Act.
- MATC compensation recognizes that all employees are professionals and contribute expertise and value to MATC's mission and vision.
- MATC compensation places MATC as a leader among urban public colleges with a substantially similar cost of living index successfully serving similarly diverse student populations
- MATC compensation is designed to recruit, recognize and retain high performing and diverse individuals recognizing the experience, skills and knowledge that individuals bring to their roles. Pay levels are determined based on functional role, level of experience, education, responsibility and relevant labor and market factors.

Strategic

- MATC compensation promotes a cohesive, collaborative, and high quality academic community.
- The employee compensation plan is actively used to achieve the strategic goals of the College.

Sustainable

- The college is committed to meeting the needs and aspirations of the present without compromising the ability to meet those of the future.
- MATC compensation is financially sustainable and accountable to the MATC community and the public.

Alternative Statements Not Agreed Upon by the Steering Committee

*These two statements below were offered as alternatives to each other; however, consensus was not reached to include either of them in the document under **Fair and Equitable**. They are included here as part of the record but are not part of the MATC Compensation Philosophy agreed upon by the steering committee.*

MATC recognizes that faculty members are professional educators and contribute equal value to MATC's mission and vision without regard for discipline.

The college has a responsibility to balance the importance of promoting a non-competitive, collegial, and cooperative work environment with external factors in salary determination.