

November 21-22, 2019

ITEM 185-100-R1119

MUS Pay Plan Implementation – Board of Regents Contracts

THAT

The Montana Board of Regents approves the implementation of the MUS Pay Plan for personnel who are employed on Board of Regents contracts, the adjustment of one deferred compensation arrangement and additional compensation as noted on the attachment.

EXPLANATION

The Board of Regents approved a 2% salary increase effective January 1, 2020, for union-represented personnel in ratified collective bargaining agreements as part of the MUS Pay Plan. MUS personnel who are not covered by labor agreements will receive the 2% raise under instructions from the Commissioner through BOR policy delegation. Personnel who are employed on Board of Regents contracts receive compensation adjustments only with board approval (BOR Policy 711.2). This item would implement the following two actions:

- (1.) Personnel who were employed on Board of Regents contracts in Fiscal Year 2019 and who are continuing in Fiscal Year 2020 will be eligible for the MUS Pay Plan's raise of 2% in January 2020.
 - (2.) For the President of Montana State University, the board continues to maintain a deferred compensation arrangement. As of January 2020, the arrangement converts from a defined-benefit concept to a defined-contribution concept with no vesting requirement. The employer contribution shall continue at current level (\$56,600 annually) until/unless modified by the BOR.
 - (3.) The board will discuss and may act on additional compensation for the MSU President related to retention.
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ATTACHMENTS

Attachment #1: Listing of personnel on Board of Regents contracts in accordance with BOR Policy 711.2.