

**UNIVERSITY OF VIRGINIA
BOARD OF VISITORS
MEETING OF THE
EXECUTIVE COMMITTEE
NOVEMBER 17, 1999**

EXECUTIVE COMMITTEE

Wednesday, November 17, 1999

3:30 p.m.

Medical Alumni Association Office
1111 West Main Street

Committee Members:

John P. Ackerly, III, Chair

Charles M. Caravati, Jr., M.D.

Champ Clark

William H. Goodwin, Jr.

Terence P. Ross

AGENDA

I. ACTION ITEM (Mr. Sandridge)

- Medical Center Salary Adjustments

II. EXECUTIVE SESSION

- Discussion of the performance and compensation of specific employees, as provided for in Section 2.1-344 (A)(1) of the Code of Virginia

UNIVERSITY OF VIRGINIA
BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: November 17, 1999

COMMITTEE: Executive Committee

AGENDA ITEM: III. Medical Center Salary
Adjustments

BACKGROUND: The codified autonomy legislation, which became effective July 1, 1996, authorized the Board of Visitors to establish competitive compensation plans for employees of the University of Virginia Medical Center.

DISCUSSION: Health Care Professionals are recruited primarily in the Southeast, Northeast and Midwest with the remaining sections of the country serving as a secondary recruiting market for these individuals. Other Medical Center employees are usually recruited locally and regional.

Compensation surveys, turnover analyses, information on difficult to recruit jobs and Bureau of Labor Statistics compensations trends, are used to consider adjustments to compensation structure. The Medical Center's budget for 2000 presumed a compensation adjustment in November 1999. A decision on funding any compensation adjustments was postponed until management could analyze the first quarter's financial results.

This salary adjustment is necessary if we are to retain our exceptional employees and to recruit equally competent replacement staff. The compensation survey data would support adjustment of the salary ranges by 1% at the minimum and 4% at the maximum.

ACTION REQUIRED: Approval by the Executive Committee and report to the Board of Visitors on February 26, 2000

APPROVAL OF MEDICAL CENTER EMPLOYEES SALARY ADJUSTMENTS

WHEREAS, the codified autonomy legislation expanded the Board of Visitors authority to establish compensation plans; and

WHEREAS, compensation surveys and trend data of salaries paid by area, state and regional health care and other employers have been conducted and analyzed; and

WHEREAS, the results of this information support an average salary increase of 4%, for Medical Center employees, effective January 9, 2000;

RESOLVED that the performance based salary adjustments of 4% of payroll and adjustment of salary ranges by 1% at the minimum and 3% at the maximum are approved.