

BOARD OF TRUSTEES
UNIVERSITY OF THE DISTRICT OF COLUMBIA

UDC RESOLUTION 2013-04

SUBJECT: Reclassification of Non-Union Employee Restricted Merit Pay Funds

WHEREAS, the Board of Trustees has authority under D.C. Official Code §§38-1202.01, 38-1202.06 (2001 ed.) to govern the affairs of the University; and authority under D.C. Official Code §1-608.01a (2001ed.) to determine salary and compensation for employees in the Educational Service; and

WHEREAS, in Fiscal Year 2007, the University made balance sheet accruals for potential cost of living adjustments (COLAs) at a rate of 4% for Fiscal Years 2006-2008 for non-union employees; and

WHEREAS, the balance sheet accruals were never presented to the Board and accordingly implementation of the COLAs was never authorized, resulting in an accrual on the University's balance sheet of approximately \$2,756, 458.62; and

WHEREAS, the Board of Trustees on October 28, 2009 by UDC Resolution 2009-32 "Reclassification of Balance Sheet Items Related to Compensation" authorized the Administration to reclassify the balance sheet accrual for the implementation of a one-time merit based compensation program; and

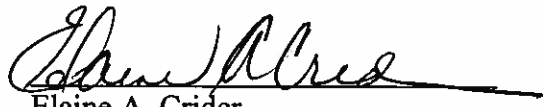
WHEREAS the Board of Trustees on October 27, 2010 by UDC Resolution 2010-30 "Merit Pay for Certain Employees" authorized the implementation of a Plan for payment of approximately \$900,000 of the Merit Pay Funds to eligible non-union employees resulting in a balance of approximately \$1,800,000 of the Merit Pay Funds; and

WHEREAS, the University faces a shortage of funding for financial obligations which are critical to the operation of the University and finds it necessary to identify alternative funding sources to meet these obligations;

NOW THEREFORE BE IT RESOLVED, that the Administration is hereby authorized to reclassify the approximately \$1,800,000 currently classified as Merit Pay Funds for non-union employees, so that the funds may be used to meet critical operational expenses.

Approved by Board of Trustees:

February 20, 2013


Elaine A. Crider
Chairperson of the Board