

Compensation, Benefits and Budget Committee (CBB) End of Year Report FY26

Committee Charge

The committee shall be responsible for monitoring and reviewing all matters that deal with non-represented staff compensation as they relate to conditions of employment. It shall work to educate and communicate to non-represented staff on the University's budget practices and salary raise pools as well as changes, additions or deletions to benefits. The committee shall collaborate with University leaders, units, departments, governance bodies, students, staff, faculty or any other group created to address these matters to ensure transparency and equity while promoting effective problem resolution and efficient use of University resources.

Members FY26

Christine Cardillo: Member at-large

Richard Cohen: Representative

Dee Dion: Member at-large

Meredith Grasso: Co-Chair

Eileen Kristiansen: Member at-large

John Lovelette: Representative

Sarah Mansfield: Member at-large

Jon Reisenweaver: Representative

Perri Schodorf: Co-Chair

- Created a non-union salary letter that was sent to the CFO and University President outlining suggestions for FY27 pay increases.
- Created a survey for non-union staff, including retirees, to gather information on staff satisfaction with their positions, pay, and benefits. The survey also gathered info on suggestions for new benefits and employee recognition events/gifts.
- The committee is currently reviewing the results from the survey.
 - The survey will be shared with UVM leadership.
 - The committee will create goals for next year based on the survey results. The goals will be finalized at the June 17th meeting.
- Representatives from HR were hosted by CBB in our monthly meetings. This includes representatives from Classification & Compensation, Staff Career Development, Benefits, and the interim CHRO.
- The co-chairs met with the president of SC, vice president of SC, and the CFO to discuss non-union increases and overall compensation concerns.