

AP ASSOCIATION
EXECUTIVE COMMITTEE
Meeting Minutes

Thursday, June 16, 2016

8:45-10:15am

O'Dowd Hall—101B—Office of the Registrar Conference Room

Present: Sara Webb, Steve Shablin, Zachary Wincek, Anthony Gallina, Greg Jordan, Tricia Westergaard, Jennifer Janes

Not Present: Wayne Thibodeau, Cindy Hermsen, Kai-Lynn Rim, Becky Lewis, Marie VanBuskirk, Joshua Stotts, Chris Goeth

- Call to Order (9:50 am)
- Roll Call and Introduction of Guests
- Approval of Minutes (Approved)
- Treasurers Report
 - No changes
- Presidents / UHR Monthly Meeting Report
 - Compensation roll out
 - Will show up in July payroll
 - Outstanding and Satisfactory ratings will receive a 2.5% merit raise
 - Sibson Study adjustments will also be in the July paycheck
 - Using quartile system
 - No update on performance appraisal system
 - Open enrollment was briefly discussed
 - CT contract negotiating year
 - Fair Labor Standards Act (FLSA)-change to overtime law- being discussed at many levels
- Thank you to Chris Goeth, Kai-Lynn Rim, Wayne Thibodeau and Zach Wincek for EC service
- Welcome to our new Board members
 - President: Sara Webb
 - President-Elect: Tricia Westergaard
 - Past President: Steve Shablin
 - Secretary: Jennifer Janes
 - Treasurer: Josh Stotts
 - Representative Bands J-R: Beck Lewis and April Thomas-Powell
 - Representative Bands S-X: Cindy Hermsen and Greg Jordan
 - Members at Large: Marie VanBuskirk and Kelly Brault
- Old Business

- New Chief Human Resources Officer—Libby Cilliberti (starts July 11, 2016)
- New Business
 - Sibson compensation plan--2016
 - FAQ's being created
 - Looking at years in current position number being used as of July 1, 2016
 - There are no future plans in place
 - Performance reviews must be in for employee
 - What is the process of someone on leave?
 - Communication process:
 - Generic email sent out to campus community regarding compensation changes
 - Week of June 27th-Division heads notified of employee compensation changes
 - Week of July 4th-Supervisors notified of employee compensation changes
 - Week of July 18th-end of month-Employee letters regarding compensation sent out and received
 - Sustainability needs to be discussed
 - Tuition reimbursement for new employees
 - Must be in position for 12 months to receive benefit
- 8. Committee Updates
 - Communication
 - Planning
 - Nominating
- Adjournment (10:15 am)