

Issues/Concerns Committee
October 20, 2010 9:00 a.m.

The committee discussed the rumor about longevity pay being eliminated. It was decided that most everyone has had their listening meeting by now with President Hall where he confirmed that longevity pay will remain the same.

Item number two discussed was the issue that the TCRS retirement rate and ORP retirement rate differ for nonexempt and exempt employees and why there is a difference. Below is the response I received from Angie Judish, H.R. regarding the differences in plans.

Lisa,

The TCRS rate is 14.91% and the ORP rate is 10%, as you have indicated. These rates are mandated at the state level. Exempt employees have the option of participating in the TCRS or the ORP. Non-exempt employees are eligible for TCRS. All regular, full-time employees are required to participate in a non-contributory program--TCRS or ORP. Part-time employees have the option as to whether or not to participate.

TCRS has a five year vesting period; the ORP has no vesting period. The ORP allows the employees to take a more active role in investing the benefit. Please see the comparison sheet found at the link below.

Angie

The committee discussed Angie's reply and feel that it's a pretty good answer to the differences in the retirement plans. We would like to share her response with the entire staff senate body so that they can take that information back to co-workers. The committee also felt that it would be good to invite Angie Judish to attend a staff senate meeting to elaborate on this subject and answer any further questions.

The committee discussed the service award question and the possibility of coming up with alternatives to service award pins for employees. It was decided that this issue should be referred on to the awards committee.

New issues/concerns that were brought up:

- When the students aren't here, there is only one food establishment open for staff. We would like to explore the possibility of having at least two establishments open for staff.
- Promoting from within. We would like to address posting open positions for internal candidates only first and then if a qualified pool is not acquired, opening up the posting to outside candidates. The issues/concerns committee would really like for the new H.R. Director to come as a guest speaker to address this concern. Additionally, we would like to let staff senate members know when he will be a guest speaker so they could ask any other H.R. questions. In addition, we would like for H.R. to consider doing a "morale" survey for staff members so they could receive feedback on some of the issues/concerns.
- Job shadowing-exchange program. It was suggested that many of us don't know what

goes on in a lot of other departments. A suggestion was made to have maybe one day a year that you could choose a department and go to another department to shadow/observe.