

Exempt Staff Council Meeting Minutes

Tuesday, November 15, 2016 – 2:30pm

Scripps Lab Theater – Communications Building (Inside 402)

1. Welcome

P.J. Snodgrass welcomed everyone to the November meeting of the Exempt Staff Council.

2. Business

Lisa Byrd (Engineering) has to roll off in January. Lisa has been finding/gathering our guest speakers. Lisa Emery has volunteered to take over this responsibility. Lisa Emery is now the contact for new speakers.

Eric Carr gave an update on the Chancellor interviews. The employee relations council was represented by about twelve people. The new Chancellor will hopefully be in place by the New Year. The committee identified three candidates, now it's up to the President to recommend to the board. The Chancellor is ultimately appointed by the board.

Mike Herbstritt gave a brief update of the topic of outsourcing. The groups are still evaluating figures. Spring 2017 is still the date to expect a decision.

External Commission Reports

- **Mike Herbstritt – update on the FLSA changes regarding exempt/non-exempt status.**

November 28, 2016 FLSA starts. You must have corrections in by 12/1 and you cannot make changes to pay status mid-week, so the University is starting 11/28/2016. Knox campus has approximately 180 people changing from Exempt to Non-exempt. Initially this number was about 700. Anyone making less than \$47,476/year will be moving into a non-exempt status and eligible for Overtime wages past 40 hours/week. There are training/info sessions for the past two weeks. This week there are two general sessions – Wed. @ 9:00am and Thurs. @ 2:00pm, both at Fred Brown Hall. There have been close to a dozen sessions to targeted groups. If you have any questions give HR a call.

The changes necessary for this change are taking place in IRIS through Human Resources. There are no processes for employees or supervisors. Letters are going out informing those impacted. There are approximately 600-700 people statewide being impacted.

Supervisors are going to have to change their expectations. We won't have an unlimited amount of hours to complete the work, it will be effectively limited to 40 hours/week. This will be a significant change for some folks. If you are working off grant funding, the grant will be responsible for the OT. If the employee is building up compensatory (comp) time and on a grant, the grant is responsible for paying out compensatory time. You get paid out comp time if you leave or move to an exempt position.

Supervisors will have a lot of change as the work week will be 40 hours. Supervisors may have to flex people's schedules to keep within the 40 hours.

Lisa Byrd asked if these changes will impact the Exempt Staff Council. Mike said that we will have to look once everything is settled and determine based on covered areas, etc. We will have to wait until the first of the year.

- Campus Planning – LaShel Brown

Not in attendance

- **Commission for Blacks— Lisa Byrd (OIT)**

Lisa Byrd (OIT) is not available to serve to report out on the Commission for Blacks. This commission meets the 2nd Thursday of each month from 3:30pm - 5:00pm.

- Commission for Women—Teresa Fisher

Not in attendance

- **LGBT Commission—Eric Carr**

Moving forward to issuing more pro-active responses to issues on campus.

- Faculty Senate—Tiffany Harmon

Not in attendance

- Work Culture Improvements- Brian Browning

Not in attendance

- **Issues/Questions from constituents:**

There is a huge discrepancy between salaries of some positions in many situations in my area. In some cases, staff with 4 years' service are making within \$2-3,000 of staff who have worked 20 years. I know there are salary adjustments for metro areas but it devalues staff who have 20 plus years in when you continue to have new staff coming up the scale so quickly. I am not opposed to anyone making a good salary but feel those who have neem in the trenches and have stuck with the University should be compensated more fairly.

Dr. Mike Herbstritt, Executive Director of Employee Relations and Recruitment:

You have to look at how much you have to pay to get the person you want and how that affects others within the area. Recruitment can assist with grades and scale suggestions. Generally the department has more flexibility to offer what they can afford. There are other benefits to consider as well, for instance at 30 years' service you can retire from the University and qualify for retiring insurance. For assistance managers may contact the HR Recruitment Office at (865) 974-6642.

3. Future Business

January 2017 Guest is Julie Roe, Sr. Employee Relations Counselor to speak about the 946-CARE Program

4. Next Meeting – January 24, 2017 @ 2:30pm at the UT Visitor's Center Ballrooms A&B