Members Present: Judy Benavides, Gene Brown, Fran Emory, Charlie Errico, Marsha Fisher, Patti Hill, David Lavis, and Bill Shannon

Members Absent: Janet Bush, Myles Embry, Barbara Hathaway, Gert Heslin, Joey Horobetz, Barbara Howard, Marjorie Kinnaman, Bill Schran, Ruth Stanton, and Maxine Toliver

1. Call to Order: Chairman Errico called the meeting to order at 2 p.m.

2. Review and Approval of the Minutes: The minutes were approved as distributed.

3. Chair’s Report: Charlie Errico reported that the College Senate will meet next Thursday. The Committee’s revised proposal is awaiting consideration at that level.

Bill Shannon asked if teaching faculty thinking of retiring next year might have access to a special retirement program. Charlie said that we would discuss that later in the meeting, but the answer is probably no.

4. Vice President’s Report: Alison Baker reported that the legislature had approved salary increases for teaching faculty at 5.4%, 4% for administrative and professional faculty and 3% across the board for classified staff. Classified staff with five years or more of state service will also receive a $50 increase in base pay for every year of service. This adds another 1.1% average increase at NVCC.

The sentiment of the group is that all faculty should be given similar increases to the extent possible. That topic will also be discussed further later in the meeting.

Dave Lavis said that NVCC should develop policy on KSA increases for classified staff.

5. Old Business:

A. Enhanced Retirement Program: Charlie had distributed copies of a news article regarding part-time pensions based on prospective changes in IRS code. Charlie asked a group to get together to frame a proposal regarding a teaching faculty retirement program based on a reduced appointment, rather than on a retirement separation followed by reappointment. Fran Emory, Marsha Fischer and Patti Hill agreed to work with Charlie on this.

B. Telecommuting Policy: The group agreed to postpone discussion until there is a quorum.
C. **Workplace Violence Policy:** The group agreed to postpone discussion until there is a quorum.

6. New Business:

A. Faculty Salary Equity: The group developed a statement in support of equity between teaching and other faculty salary increases that Charlie agreed to distribute among the membership for a vote. That resolution would say,

Resolved: The Personnel Services Committee urges the President and the Administrative Council to adopt salary administration plans that provide equal percentage salary improvement rates for all faculty, whether teaching, administrative or professional. The committee recognizes that there is a mandatory ratio that must be preserved in regard to salary differences between the groups and understands that salary administration must be tailored to maintain conformance to this ratio. However, to the extent possible, the committee urges equal salary treatment for all faculty.

B. Charlie received a proposal that adjunct faculty be paid semi-monthly as are other employees. The group realized that the bulk of the work involved in doing that would fall to divisions which do not have the information they need to put adjuncts on the payroll in time to meet the goal of semi-monthly pay. The problems of special sessions also confuse the matter. All agreed that adjuncts should be paid as often as practical.

7. Adjournment: The meeting adjourned at 3:30.