Lunch served at 1:00 pm

Agenda

Call to order at 1:30 pm

Personnel Service Committee updates—Dr. Errico

2011 spring elections update—Ms. Gershman

New Business—responses to governor’s budget proposals (Attachments A, B, C)

New Business—campus evening/week-end administrator—Ms. Schmitt

New Business—parking citation fees and related issues

Pending matters

  Status of College Committee Recorder position
  Posting of College Senate and Forum committee membership and minutes online
  Office hours in the Faculty Handbook (report at March College Senate meeting)
  Feasibility study of an evening/week-end administrator
  Parking fines structure and appeal process
  More freedom to campus business managers to provide special parking waivers

Next meeting, Thursday February 17, 2011

Adjournment
Whereas, the Governor and General Assembly of the Commonwealth of Virginia created the community college system and charged its faculty and staff with the mission of opening access of higher education to all, and

Whereas, the faculty and staff of Northern Virginia Community College have carried out the charge given them by the Commonwealth in an admirable fashion, earning an international reputation for excellence in instruction and growing into the largest institution of higher education in the state in a mere forty-five years, and

Whereas, the faculty and staff have achieved this level of prominence and public service while earning compensation far below that awarded to their peers in comparable institutions outside the Commonwealth, and

Whereas, they have carried on with their duties in spite of diminishing financial support from the State, a dramatic increase in workload, and without any increase in compensation for four years, and

Whereas, in 1983, they were told that in lieu of a salary increase, the State would assume the employee contribution to the Virginia Retirement System, and

Whereas, the Governor has proposed that they now be forced to accept a five percent reduction in salary so that the State can renege on an obligation it voluntarily undertook, and

Whereas, the faculty and staff of Northern Virginia Community College, as represented by the College Senate, feel the proposal of the Governor represents a breach of trust between the State and State employees,

Be it therefore resolved,

1. That the College Senate of Northern Virginia Community College respectfully requests that the Governor and General Assembly withdraw the proposal to force state employees to assume that portion of the retirement plan that is now contributed by the Commonwealth of Virginia.

2. That the Governor and General Assembly recognize the value of the service given by state employees by awarding them a long-overdue salary increase.

Jim McClellan, PhD
January 7, 2011, 1:15 p.m.

LEGISLATIVE ALERT...LEGISLATIVE ALERT...LEGISLATIVE ALERT...LEGISLATIVE ALERT...LEGISLATIVE ALERT...LEGISLATIVE ALERT!!!

Call and Send E-Mails to YOUR Delegate and Senator!

The Governor's proposal to have current employees begin paying a portion of their retirement contribution out of their current salary is a pay cut! YOUR Delegate and Senator need to hear from you now! The strength of state employees was demonstrated in our massively successful e-mail campaign last year (www.thefamilybudgets.com) to overturn proposals that would have cut pay and benefits, furloughed employees for up to 12 days and added thousands more layoffs. It is the time to be heard again, and this is the first step.

Let YOUR Delegate and Senator know that you and your family would be hurt by this action and ask them not to cut your pay. We need every state employee and their immediate family members involved in this effort!

Click here to find the name and e-mail address/telephone number of YOUR Delegate and Senator. Simply enter your home address and click on the "Lookup" box at the bottom of the page. It will return the name and contact information for your Delegate and Senator. At the bottom of the page, click the "Send a message to your Delegate and Senator" box. It will bring up a formatted e-mail page. Then enter your name (which is the only personal information required), the subject (STATE EMPLOYEE PAY CUT) and your message. Below is a suggested message, but please feel free to choose your own words.

Dear Delegate/Senator _____:

I have been a state employee for over ____ years. I work for the Department of _______. I haven't had a raise in over four years, but I think can honestly say that I am doing my best for the citizens of the Commonwealth and am working harder and longer to do so in the face of
staff reductions and budget cuts at my agency. Now I read that the Governor wants to CUT MY PAY by 2% in order to send more money to the Virginia Retirement System. I am writing to say to you I simply think that is NOT FAIR. It is breaking a promise that dates back more than 25 years -- one that was reaffirmed by the Governor and General Assembly less than a year ago in the VRS reform legislation. You held current employees harmless with the reform legislation, and I hope you will do so again. Please reject the Governor's proposal, or at least don't cut my pay in these tough times to pay for new initiatives.

Sincerely,

At the bottom of the page, click the "Send Your Message" box and you're done.

Please share this message with your co-workers. Spread the word! We need thousands of e-mails from state employees and their families pouring in to General Assembly members when they convene next week.

VGEA eNews Updates

Keep up with the latest General Assembly happenings through the VGEA eNews. Our electronic newsletter is published weekly during the General Assembly session. We need to have both your home and work e-mail addresses on file to make sure you will receive these messages. Contact the VGEA at info@vgea.org with any questions.

Are You A Member?

Share this message with your fellow employees and remind them that the VGEA is the only organization working to protect state employee salaries and benefits. Ask your fellow employees where they would have been last year without the efforts of the VGEA? The work of the VGEA is supported by its member dues. There is strength in our numbers. Click here to join now. At only $2 per pay period, it’s a worthwhile investment in yourself and your future.
Proposal:
The Personnel Services Committee strongly opposes any reduction in the Virginia state contribution to
the retirement funds for state employees, since this would be a breach of faith in their commitment to
contribute to the fund in lieu of a pay increase, promised in 1982.

Background and justification:
In the Governor’s message to state employees of September 8, 2009, Governor Kaine states that
employees will be asked to begin providing a portion of the employee’s contribution toward
retirement. Subsequent articles in the Washington Post and elsewhere have suggested that the
employee would be required to contribute at least 1% of income toward the VRS retirement fund
beginning in the fourth quarter of 2010.

- While this may seem to be a small amount to ask to contribute toward helping the state to
  balance its budget during an economic recession, it constitutes a reduction in salary after a
  three year period when state employees have not received a salary increase.

- Furthermore, when the state decided to pick up the employee contribution in October of 1982,
  the Virginia economy was going through a similar contraction during which employees had gone
  without raises. The state agreed to increase its contribution toward retirement in lieu of raising
  salaries.

- Similar to a bonus, this money did not add to the employee’s base salary for determining
  retirement and subsequent salary increases or result in the upward adjustment of salary ranges
  used for hiring and compensation. This loss of base salary will never be recovered.