

MINUTES

Personnel Policies Procedures and Communications Committee

12.6.23

MEMBERS PRESENT: P. Haney, B. Shore, K. Schultz

MEMBERS EXCUSED: K. Schehr

MEMBERS ABSENT: T. Akey

OTHERS PRESENT: P. Sheehan, A. Arnold, L. Gerondeau

At 2PM, Chair Haney called the meeting to order and instructed the Secretary to record those present.

Chair Haney paused to accept public comments. None sought recognition in this regard.

Chair Haney directed the attention of the Committee to the draft Minutes of the previous meeting. Two edits and corrections were suggested. Secretary replied that he would submit a new draft at an upcoming meeting.

Representatives of OHR were recognized to provide clarity and their perspective in regard to TTC progression and promotion and opportunities for advancement in regard to titles.

It was noted that OHR provides guidance to colleges, schools and divisions to ensure equal application in regard to SJD's.

It was noted that TTC did not provide funding to ensure placement within range but did provide structure and foundation.

It was also noted that OHR provides career counseling and online resources to assist employees.

It was clarified that TTC was a mapping exercise not a funding source as opposed to central compensation funds which are made available to Divisions where it is administered.

Concern was expressed that those administering such funds are often poorly informed about what tools are available from OHR.

OHR noted that it has raised the possibility of certificates, credentials or badging with a time frame attached in regard to training.

Question was raised as to the priorities are in regard to the strategic allocation of resources. Reply came that retention is not the only metric. Remaining competitive in the marketplace and rewarding performance are the top priorities.

Question was raised as to how much movement there is within the campus. Reply came campus dashboards can be examined to identify trends.

OHR concluded that it will be in touch with university staff regarding new appeals policies.

Chair Haney opened discussion on possible future Agenda items. Interest was expressed in hearing from a subject matter expert in regard to family leave policy. Interest was also expressed regarding probationary policy, layoff and discipline policies.

At 3:25PM, Ms. Schultz moved, seconded by Mr. Shore, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary