



Staff Senate, Angelo State University

**Staff Senate Meeting Minutes
University Center, Nasworthy Suite
Monday, May 21, 2018 - 3 p.m.**

I. Call to Order and Establishment of Quorum

Chris Steele, 3: 01 Chair called the meeting to order.

Quorum was established.

Senators Present: Sharla Adam, Ashley Baccus, David Cogdell, Leonor Constancio, Judy Polunsky, Farrah Lokey, Kerri Mikulik, Vara O'Neal, Sandra Rosser, Andrew Waggoner

Senators Excused: Judy Stanley

Alternates who Signed-In:

Guests Signed-In: Jordan Hohensee, Elizaeth Randell, William Fuller, Kurtis Neal, Stacey Sauer, Jamie Huff, David Cogdell, Armando Vasquez, Chris Houston, Mechelle Grooms-Reed, Jazmin Hernandez

II. RamStar Awards

– Cheryl Galan, Dallas Swafford, William Fuller, Kristi Eckert, Debra Dawkins, Sandra Fuentes, Pasquelida Harper

III. Approval of Previous Meeting's Minutes

Sandra Rosser made motion to approve previous meetings' minutes for March. Sharla Adam seconded the motion and all approved.



IV. Guests:

Kurtis Neal – Director of Human Resources

Question was asked about exempt/non-exempt classification salaried vs. hourly as well as pay period's comparison to biweekly vs bimonthly.

Dec. 2016 ASU set the salary threshold for exempt employees. Exempt means you are exempt from overtime rules and your position meets the salary threshold set-up by the Dept. of Labor along with other duty requirements. The change for ASU moved the salary threshold from \$23K to \$47,476 annual income along with other duty requirements.

As the new requirement was expected to be implemented, ASU was compliant a month in advance—and then a judge in Texas signed an injunction that prevented it from being enforced. ASU made the decision to stay with the new process which had already been set in place, along with the rest of the Texas Tech University System. Legal council also recommended to stay because they expected that the injunction would not hold.

Many have asked to go back to pay before this happened and we did not want to switch and have to switch back again. We also focused on the duties as well and a lot of factors determine whether a position meets a duty and salary threshold.

Right now, compensatory time is accrued and can be used in lieu of vacation time.

A new proposal is expected from the Dept. of Labor for January 2019. Experts are predicting the threshold will be lowered to \$40K. We will be reviewing those recommendations along with duty requirements against our current positions.

We don't know what will happen with the new ruling from the Department of Labor and with the new elected officials.

In regards to pay period concerns: Pay periods are semi-monthly and not an easy pay structure. Our deduction amounts are based on a monthly basis and are hard to factor and set-up when you go bi-weekly. Some days some pay period are 80, 88, 72 and 96. You are always getting your hours worked paid.

Questions from those attending:

System wide did it all remaining the same as ASU? Yes all remain similar to ASU

Is the system following pay structure like ours? Their pay structure is different than ours based on positions. They look at the minimum at least \$47K per year.

Hourly employees are concerned they aren't getting paid as much as they were when they were salaried? 2088 Hours were paid in 2017 vs. 2080 in 2016. Duane Pruitt would be happy to take questions for those who have them.



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If the threshold is lowered will ASU reconsider and re-evaluate the current structure? Yes, ASU will review again after the Dept. of Labor policy change. We do not want to deny employees overtime pay through compensatory accrual so we are hesitant to automatically move everyone over to salaried. Many of the positions reviewed and we found that many years ago determinations were based on degree requirements. That is no longer the case. We now have clear guidance for Higher Ed and how exempt positions should be aligned based on wage and hourly pay from the Dept. of Labor. We want to be sure you are classified in the right place.

Is longevity pay considered to your salary pay? Longevity is separate from your salaried pay.

Is it a requirement to be paid while being on-call? To be on call in the State of Texas is not obligated to pay an on-call rate, only if you start working during that on call time.

For additional questions employees are encouraged to contact either Duane Pruitt or Kurtis Neal.

V. Treasurer's Report

Staff Ex Awards \$240.30

Regular account \$702.23

VI. Committee Reports

(Kerri) We have an ice cream social May 31, 2-4 p.m. at the Archer College in the Lobby and offer small tours.

VII. Unfinished Business

VIII. New Business

IX. Miscellaneous (comments, announcements, and roundtable items)

June meeting: New senators will be in. New elections of officers.

X. Adjournment

Meeting adjourned 3:56 p.m.