

HRAC REPORT

Meeting Highlights

May 4, 2020

The second phase of the Norton transition is complete. Twelve additional people were transitioned. Due to WARN Act requirements, these people had to be given 60 days notice.

Performance Evaluations may move back to spring. It was discussed that January through February may be better than through mid-April to give time for budgets to be adjusted for raises based on performance. This is also when Faculty evaluations are done.

The Benefits Team is ready to request an RFP for the compensation study and to get job specifications for each employee, but it is not the right time for the compensation evaluation. This will be on hold for now.

The Cost Savings Initiatives that involve HR are furloughs and pay reductions. People with pay reductions are not eligible for furloughs. Letters will go out by Friday at the latest to all employees that are being furloughed. HR is calling all LFOs to verify that their employees have been notified no matter what their date is. There are special directions for employees to receive their unemployment and it is outlined in the letter. Applying too soon could slow their benefits.