

HRAC Meeting Highlights

December 7, 2020

Faculty and Staff Compensation & Total Rewards RFP: We received five responses from vendors. The RFPs are going to the committee and they hope to have one chosen by February.

Unemployment: There is only one person on furlough, and it ends January 1.

EPSLA: The emergency sick leave and FML for NTI has not been extended and will end December 31, 2020. The ten days of emergency sick leave added to everyone's total sick leave bank in the spring, will be gifted to employees (as regular sick leave) effective January 1, 2021. If you are currently on Extended FML, but you will go into no pay status during the break, you will still receive the full holiday pay.

Performance Evaluations: Training will start in January for supervisors with a pandemic lens. Many jobs have been affected and the training will address how to evaluate employees during this unusual time. Performance Evaluations are due March 15.

2021 HRAC meetings: We will meet every month except January.

Reminders:

Annual Vacation Reconciliation: December 31 is the deadline.

Staff Job Descriptions: When these get turned into the vendor, the job descriptions must be as accurate as possible. Reclasses will be on hold while these are with the vendor. Reclasses will continue to be processed until then.