

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

Thursday, March 7, 2019

2:00 p.m. - 4:00 p.m.; Location: CT S102

Minutes

Attendees

Present: Sabrina Bielefeldt (via phone), Christopher Campanella, Richard Cerkovnik, Rowena D'Souza, Liz Feldman, Nicole Given (via phone), Michele Harrell (via phone), Chayanne Samuels (via phone), Tori Strickland (via phone), Krista Leitch Walker

Absent: Aggie Harrell

Call to Order

Rich called the meeting to order at 2:10 pm.

Constituent Concerns/Comments

- There were no constituent concerns.

Prior Meeting Minutes

- The February minutes were approved with no corrections.

FMLA

- Rowena explained the FMLA process and how it protects employees. ESC members discussed different scenarios and when and if FMLA should be used. More information can be found on the HR website.

HRSTM Update

- Krista spoke about the first session of the new supervisor orientation and mentioned areas of improvement have already been identified. This year's performance evaluations will need to be completed by Friday, August 16 and will be done via a PDF once again since Workday is not up and running. There is no information at this time on compensation. Anything related to compensation has to be approved by the Board of Trustees. Collective bargaining negotiations are ongoing but continue to move forward. PEC reviewed the Telework (now Alternate Work Schedule) policy. The policy should be made available for public comment in a few days.

Constituent Concerns and Goals Discussion

- Rich reviewed the constituent concern-tracking document and spoke about which concerns have been closed versus those that are still open. The council discussed Liz's proposed standardization goal recommendations related to communication, mentoring, and career advancement. Liz motioned to adopt the three recommendations as one. Chris seconded the motion. The council will discuss the recommendations at the next meeting before voting.

Open Topics

- Shawn Harrison will give an update on public safety at the April meeting.

Meeting adjourned at 4:03 p.m.