AP Association Executive Committee
Meeting Minutes ★ October 19, 2016

Present: Sara Webb, Tricia Westergaard, Becky Lewis, Marie VanBuskirk, Greg Jordan, Cindy Hermsen, Anthony Gallina, Kelly Brault, Jennifer Janes

Not Present: Steve Shablin, Josh Stotts, April Thomas-Powell

1) Call to Order / Introduction of Guests (11:36 am)

2) Approval of Minutes (Approved)

3) Treasurer's Report

    a) No change

4) Presidents / UHR Monthly Meeting Report
    a) Parking meeting with OUPD
        i) Ideas are being discussed
        ii) Not currently interested in pay for parking model
    b) AP representation on Presidential Search Committee
        i) Asked for consideration
            (1) Appears to be a small committee made up of mostly Board members
    c) Benefits Update
        i) Meritain email
        ii) Small increase in healthcare cost
            (1) Updated benefit packages should be available around the Benefit Fair date
        iii) BCN – only employee does health appraisal/physical to qualify
        iv) Priority Health – employee and spouse do health appraisal/physical to qualify
            (1) New - can buy up to enhanced level
        v) Replacing BCBS vision with VSP
    d) 1/6 goals submitted as of October 3

5) Old Business
    a) FLSA
        i) House recommended 6 month delay in FLSA; appears as though President would veto
            (1) Dec. 1 is still the compliance date
        ii) E-class will have PF exempt and PF non-exempt – or a whole new E-class?
        iii) Threshold – special lecturer or Lowry?
            (1) What position will be the benchmark? Salaries may be very different
        iv) Concern over communication
            (1) Which areas have UHR been meeting with? Which areas may need to be met with?
            (2) Some departments may not be aware of the changes
            (3) Some employees in same salary band may be exempt while others in the same salary band may not be
            (4) No benefits are being adjusted based on classification
            (5) How are the decisions/recommendations being communicated? How will managers know the outcomes and what rules to follow?
        v) AP Manual may need updated
            (1) Changes need to be approved by the Board

b) Benefit Fair Preparations; sign up on Google doc (need to fill 10 a.m.-noon)
   i) Review handout
      (1) Approved
c) Compensation Committee updates
   i) None to report at this time

6) New Business
   a) Job postings
      i) "Compensation commensurate with education and experience. For more information on Oakland University's salary structure and fringe benefits, please go to our website at http://www.oakland.edu/uhr/benefits"
         (1) This statement leaves candidates with questions if they are not familiar with OU
         (2) When should salary info be discussed with candidate?
         (3) More information on website regarding starting salary procedures/structure would be helpful

7) Committee Updates
   a) Planning – Becky & Marie
   b) Nominating/Elections – Steve

8) AP Assembly Updates
   a) No updates at this time

9) Take-away: Communicating to Aps
   a) Benefits and Wellness Fair reminder

10) Adjournment (1:00 pm)
   a) Next Meeting: Wednesday, November 9 from 11:30 a.m.-1 p.m. (room 126, OC)

Identified Goals

- Scanning boxes of AP Association files – *Sara, Greg, Josh, April*
- Joint welcome email to new APs with AP Assembly – *Tricia* **COMPLETE!**
- AP Association Corner on the AP Assembly newsletter – *Sara* **COMPLETE!**
- Once-a-semester meeting with AP Assembly
  - AP2 Connections – Wednesday, November 16 from Noon-1 p.m.
- Review of bylaws
- AP Association/Assembly table at OU Benefit Fair, Wednesday, November 2 from 9 a.m.-2 p.m.