



Enclosure 2a  
October 24, 2016

## Minutes of the Council on Postsecondary Education Personnel Committee Meeting

Wednesday, October 5, 2016, 6:00 p.m.  
Office of the Postsecondary Commissioner  
560 Jefferson Boulevard  
Warwick, Rhode Island 02886

The Personnel Committee of the Council on Postsecondary Education met on Wednesday, October 5, 2016, at the Office of the Postsecondary Commissioner on 560 Jefferson Boulevard, Warwick, RI. At 6:03 p.m. Chair Green called the meeting to order and asked for the roll to be taken, after which she declared a quorum present.

**Present:** Timothy DelGiudice, William Foulkes, Rachelle Green and Senator Thomas Izzo.

**Absent:** None

### 1. ACCEPTANCE OF THE AGENDA

Chair Green entertained a motion to accept the agenda for October 5, 2016.

On a motion duly made by Chair Foulkes and seconded by Mr. DelGiudice, it was

**VOTED:**                   **THAT**                   The Personnel Committee accept the agenda for the meeting of October 5, 2016 as presented.

**VOTE:**                   4 members voted in the affirmative and 0 members voted in the negative as follows:

**YEAS:**                   Timothy DelGiudice, William Foulkes, Rachelle Green and Senator Thomas Izzo.

**NAYS:**                   0

**ABSTAINS:**           0

## 2. APPROVAL OF THE MINUTES

### 2a) Approval of the minutes of the September 8, 2016 meeting.

On a motion duly made by Chair Foulkes and seconded by Mr. DelGuidice, it was:

<b>VOTED:</b>	<b>THAT</b>	The Personnel Committee approve the minutes for the meeting of September 8, 2016 as proposed.
	<b>VOTE:</b>	4 members voted in the affirmative and 0 members voted in the negative as follows:
	<b>YEAS:</b>	Timothy DelGiudice, William Foulkes, Rachelle Green and Senator Thomas Izzo.
	<b>NAYS:</b>	0
	<b>ABSTAINS</b>	0

## 3. DISCUSSION ITEMS

- a) Discussion and approval of recommendation regarding proposed amendment to Council's Policy Manual to address changes in FLSA.

Chair Green indicated that on December 1, 2016, the new federal regulations regarding overtime will go into effect and thus the overtime policy for non-classified employees need to be revised and implemented prior to November 27, 2016 (the first pay period covered by the new regulations), rather than as a part of the larger personnel policy review/revisions.

Ms. Ann Marie Coleman, Assistant Vice President for Human Resources at URI, worked with the three campuses to develop language for the proposed policy.

Chair Foulkes asked if this change in federal law would be at an increased cost to the campuses.

Chair Green and Ms. Coleman confirmed that it would, as more people will qualify for overtime, as the salary threshold to qualify for exempt status increased from approximately 23k to 47k.

Chair Green indicated that she reviewed other policies with several different provisions, including ones that allowed the use of compensatory time (versus payment of overtime compensation) over the period of one calendar year, rather than the ninety (90) days being considered. As proposed, the new policy will require use of earned compensatory time within ninety (90) days of accrual. The ninety (90) period was requested by the schools to avoid accounting complications.

On a motion duly made by Mr. DelGiudice seconded by Chair Foulkes it was:

<b>VOTED:</b>	<b>THAT</b>	The Personnel Committee recommend approval and refers the policy change to the full Council on Postsecondary Education.
	<b>VOTE:</b>	4 members voted in the affirmative and 0 members voted in the negative as follows:
	<b>YEAS:</b>	Timothy DelGiudice, William Foulkes, Rachelle Green and Senator Thomas Izzo.
	<b>NAYS:</b>	0
	<b>ABSTAINS</b>	0

#### 4. EXECUTIVE SESSION

At 6:13 p.m. Chair Green entertained a motion to enter into Executive Session for the following:

- a) Discussion regarding the presidential evaluations pursuant to RIGL 42-46-5(a)(1).

The Chair noted that the individuals involved in this item have been notified in writing of their right to have these discussions take place in Open Session, and they have indicated no objection to proceeding in Executive Session.

On a motion duly made by Mr. DelGuidice and seconded by Chair Foulkes, it was

<b>VOTED:</b>	<b>THAT</b>	The Personnel Committee enter into Executive Session pursuant to RIGL 42-46-5(a)(1) for the reason stated above.
	<b>VOTE:</b>	4 members voted in the affirmative and 0

members voted in the negative as follows:

YEAS: Timothy DelGiudice, William Foulkes,  
Rachelle Green and Senator Thomas Izzo.

NAYS: 0

ABSTAINS: 0

All non-Committee members were excused for the Executive Session. The committee went to executive session at 6:15 p.m.

The Committee reconvened in Open Session at 8:15 p.m.

On a motion duly made by Chair Foulkes and seconded by Senator Izzo, it was:

**VOTED:**           **THAT**           The Personnel Committee seal the minutes of  
the Executive Session held on October 5, 2016.

VOTE:               4 members voted in the affirmative and 0  
members voted in the negative as follows:

YEAS:              Timothy DelGiudice, William Foulkes,  
Rachelle Green and Senator Thomas Izzo.

NAYS:               0

ABSTAINS:        0

## 5. ADJOURNMENT

On a motion duly made by Mr. DelGiudice and seconded by Chair Foulkes, it was:

**VOTED:**           **THAT**           The Personnel Committee adjourn its meeting.

VOTE:               4 members voted in the affirmative and 0  
members voted in the negative as follows:

YEAS:              Timothy DelGiudice, William Foulkes,

Rachelle Green and Senator Thomas Izzo.

NAYS: 0

ABSTAINS: 0

The meeting adjourned at 8:15 p.m.