

Hartnell College Vision Statement: *Hartnell College students will be prepared to contribute as leaders to the intellectual, social, cultural, and economic vitality of our communities and the world.*

Hartnell College Mission Statement: Focusing on the education and workforce development needs of communities in the Salinas Valley, Hartnell College strengthens communities by providing opportunities for students to reach career and/or academic goals (associate degrees, certificates of achievement, transfer to four-year institutions) in an environment committed to student learning, achievement and success.

4. Consider approval of minutes for May 14, 2020
Motion to approve minutes for May 14, 2020 (Kappagantula, Adamson) Motion Carried
5. Consider approval of minutes for May 27 & June 4th, 2020
Motion to approve minutes for May 27 & June 4, 2020 (Kappagantula, Gonzales) Motion Carried

INFORMATION/DISCUSSION/PRESENTATI

Now what about those jobs, who don't lend themselves to working from home: So we have two choices. That that's the group that we begin to bring back or we look at their jobs and work with the unions in a redesign so that those jobs as they also can work from home.

We have a strategy for making this work for as many people as we possibly can. to working from home.

I suspect that there will be child care facilities that have sufficient room or they have sufficient or space to accommodate the six-foot distancing, for those employees with young children

Cost savings currently for the last 3 months on utilities has been \$109k

3. Personnel Topics from BLD –Freeze Step Increase

Lyle Engeldinger

This would be a cost to employees so we would see this as down the road but we have cost. We know that there's a significant savings if we would have freeze step increases for one year.

We know that

This would depend on how much revenue were are trying to save

This is an area we would not recommend initial step but if, again, if it's affecting shortfalls significant enough this is something HR has to talk about and these are very serious questions for something like this.

Compare and contrast this with something else and other idea that would come out of HR for example would be delayed hiring's; this Preserve capital

We would propose to look at less aggressive approach, meaning, doesn't reach directly into the pocket of employees.

We look at those things first

We might all agree with eliminate one week of administrators paid vacation time. If there is to be a reduction of pay, we look to them first.

We would look at grant funded positions and any split funded positions to see if we can offload the salary cost

4. Personnel Topics from BLD –Benefits

Lyle Engeldinger

The Affordable Care Act has a Cadillac provision, you probably all heard about that and unions opposed it but it was passed during the Obama administration way to pay for The Affordable Care Act provisions.

Now it has been delayed so the cost to the two part now and to other community colleges not been passed on it but

6. Personnel Topics from BLD –work furlough

Louann said that the district has done it once before and they did a 5% cut over the course of a year rather than a month so you don't feel the loss you your paycheck all at once.

NEXT MEETING(S)

June 18, 2020

ADJOURNMENT

Meeting Adjourned at 4:53 P.M. 6/11/2020.]

Linda Wilczewski