

Manager's Advisory Council—North Central State College  
Minutes—January 11, 2007

Present: T. Kluding, K. German, D. Hanuscin, B. Henwood, J. Hull, J. Boeckman, D. Smith, M. Monnes, N. Fletcher, B. Walker, M. Collins, T. Coleman, M. Barber, D. Schaad

### **1. Minutes**

Minutes of the December 2006 meeting were approved as amended, following a motion from J. Boeckman. T. Coleman, second. The amendments are as follows:

--Item 3, bullet 2: to state...MAC supports the recommendation of Gortz & Associates

--Item 3, bullet 5: clarify that minutes correctly reflect our discussion, yet the action has not occurred

### **2. Compensation Review—Faculty Project**

D. Hanuscin and B. McCormack will draft a position statement with accompanying rationale for item 2. They will e-mail this to the group for review and comment.

D. Hanuscin is awaiting a response from the Attorney General's office regarding the College's ability to provide one-time bonus compensation, versus an adjustment to base pay for those who have reached the maximum compensation for their grade level.

### **3. Compensation Review—Staff Project**

Item 3: Two changes have been made to the Gortz and Associate recommendations; to have the titles of K. German and B. Henwood remain as coordinators rather than supervisors. No other concerns were raised. The group asked that managers be informed when the title changes become official and suggested that those impacted receive formal notice from the Human Resource Office.

Item 4: MAC recommends that the College continue with the current practice of tuition reimbursement and professional growth increases; recognizing the benefits of continued education of staff, following a motion by T. Kluding. J. Boeckman, second.

### **4. Job Evaluation/Grade Level Review**

Several modifications were recommended for item one regarding the origins of the request. Additionally, *department head* will be removed throughout, as well as the removal of the middle sentence of item three. D. Hanuscin will provide members with a revised draft of the policy and a copy of the *Position Analysis Questionnaire* referenced in the draft policy so we may come prepared for further discussion at the February meeting.

### **5. Individual/Department Sharing**

Jim Hull was welcomed to the group now that he has started in his new position at the College.