

Minutes of AP Salary and Benefits Committee Meeting on 11-15-05.

1. Dependent and spouse tuition reduction.

The subject of tuition reduction for dependents and spouses was brought to the meeting. It was noted that other public universities are offering 75% to 100% tuition reduction to their dependents and spouses. Grand Valley provides a 50% tuition reduction to dependents and spouses.

I asked Human Resources what the procedure would be change our discount so it more closely matched what other public universities are doing. Human Resources was not aware that tuition reduction at the other public universities was so much and suggested this be brought to the AP Committee. If the AP Committee is interested in changing the current policy open forums are suggested. Salary increases could be impacted if an increase to the dependents and spouses tuition reduction is approved.

2. Salary Ranges for AP positions.

The salary ranges for AP positions was also brought to the meeting. The question is where to find this information.

The response from Human Resources is that each AP position has its own market range. The information is given to every appointing officer during the fall semester. Linda Yuhás also has this information in her office and will share your position information with you. You can reach her at 1-2215.

3. Pre-paid legal services through Aetna.

The question was asked if an employee selected the pre-paid legal services offered by Aetna could the payment for the service be done as a payroll deduction and could the employee sign up at any time. This would be a voluntary benefit. The response is that the employee can sign up at any time; however, payroll deduction is not available at this time.

4. Pre-paid legal services through Pre-Paid Legal Services, Inc.

Our committee had hoped Human Resources would assist in coordinating an effort to bring Rosemary Blair, from Pre-Paid Legal Services, Inc., to campus for a presentation. Human Resources would like to wait until the new head of benefits is on board. This should happen sometime after the first for the year. Our committee has chosen to wait until the new director is on board and have Human Resources coordinate this effort.

5. Changes to the AP Awards.

In October our committee brought to the AP Committee a request to look into changes to the AP awards choices. Specifically, we asked about the possibility of an additional day off being included in the awards selection.

Example: 1 day off for 10 years of service.
2 days off for 20 years of service, and so on.

The AP Committee expressed favorable interest in this. The question asked was what would the cost be to Grand Valley to give an employee a day off as an award.

I was not able to attend the November AP Committee meeting. Their minutes have been posted to the AP web page. The AP Committee states they are considering approving this change. If the change is passed by the AP Committee it will be submitted to President Murray for approval.

Our next meeting is January 17, 2006. We have not selected a place yet.