



**Meeting Minutes – April 16, 2008
Employee Lounge/District Office**

PSA Executive President, Chris Hoeffler, called the meeting to order at 2:05 PM. Ground rules were posted and read by President-Elect, Stephen Zipperer.

Executive Board Reports

Executive President – Chris Hoeffler went over the progress made on PSA’s Wildly Important Goals for 2007-08.

Executive President-Elect – Stephen Zipperer – See Summer Conference Report in Committee Reports.

Executive Secretary – Lynn Mary – A quorum was established. The Minutes of February 20, 2008 were approved. The March and April minutes will be provided by email ASAP.

Executive Treasurer – In Marsha Carlen’s absence, Lynn Mary reported the following account balances:

Checking Account Balance	Savings Account Balance
\$23,195.17	\$19,422.95
Reimbursements for memberships have been sent to each campus.	

CPD Chair – Anita Dusek – In Anita’s absence, Chris gave a detailed explanation (with visual information) on the policy changes which have been approved by our CEC representatives. See New Business.

Past-Executive President – Rene’e Young – Elections will be held in May before the 9-month employees leave for the summer. Positions open: President-Elect, Treasurer, Policy Chair and one CPD Representative.

Council Reports

CPD: Anita Dusek (Collaborative Policy Development)	<ul style="list-style-type: none"> • See CPD Chair presentation by Chris Hoeffler above and under New Business.
DAC: Rene’e Young, Rep (Diversity Advisory Council)	<ul style="list-style-type: none"> • Meeting canceled. Awards ceremony held at GCC.
EBAC: Liz Buckton, Rep (Employee Benefit Advisory Council)	<ul style="list-style-type: none"> • Meeting canceled – no information presented.
FAC: Carmen Gonzales (Financial Advisory Council) Sub-Fac: Chris Hoeffler	<ul style="list-style-type: none"> • Meeting canceled – no information presented. • No Report.

Committee Reports

PEL: Rene’e Young, Chair (Paid Educational Leave)	<ul style="list-style-type: none"> Meeting canceled. Several applications have been received from SCC and PC.
PSD: Juliane Roybal, Chair (Professional Staff Development)	No report.
PSI: Darlene Hoeg, Chair (Professional Staff Internship)	No report.
Service Committee: Erika Harp	<ul style="list-style-type: none"> Because there was not enough notice for the Habitat for Humanity activity, we will plan to assist them in 2008-09 with a project.
Summer Conference: Stephen Zipperer	<ul style="list-style-type: none"> Meeting will take place immediately following the General PSA Meeting today.
Web Committee/Web-Master	No report.

New Business:

Policy Changes 08-09 – Stephen Zipperer (Anita Dusek on vacation) & Chris Hoeffler

Information was presented on the proposed policy changes (pending Governing Board approval) that will be going out to all members to vote in May. This is a lengthy “re-working” of the PSA Policies, most are wording changes for clarification, cleaning up of duplications and making our policy manual more up-to-date and easier to navigate. The information is included for further review (see Attachment A). There were no questions or concerns voiced by those in attendance at the meeting. Sections requiring wording changes, updates, etc., are 1.2. Collaborative Policy Development; 1.4.6.1. Operational Expenses for PSA; 2.13.3 Employee Assessment and Development Plan; 2.5.3. 20 Yr Anniversary; 2.5.4. NEW 30 Yr Anniversary; 6.5.13. Flex Time Definition. Appendix changes were reported for PSD, PEL, PSI, Summer Conference. An official vote by all Professional Staff employees regarding all policy changes will take place sometime in May. All changes are still pending Governing Board approval [June 2008].

Non Salary Related Monetary Proposals Approved – Chris Hoeffler and Stephen Zipperer

Among the policy changes were several non-salary related monetary items. These changes will take effect July 1, 2008. They include the following: 10 year anniversary stipend for those at top of steps increased from \$500 to \$1000; one time 20 year anniversary stipend raised from \$500 to the equivalent of a step raise; NEW thirty year anniversary step or \$1500 stipend added; NEW \$1000 Stipend payable @ \$250 quarterly to members of PSA Executive Board for their active participation on the board; New \$2000 in operating expenses for PSA Office.

Salary Proposal Discussion – Chris Hoeffler/Stephen Zipperer

Chris reviewed the 2008-09 salary proposal which included a request for MCCD to pay the ASRS deduction raise, the board to cover any increase in the Core plan insurance premium, and a “grid shift” for PS employees. Handouts were provided.

Salary Poll Presentation

The results of the salary poll were given (see Attachment B). A total of 347 participated with 143 people saying they preferred a Step + 1.5% raise with a 1.5% raise going to those at the top of their steps and 204 employees saying they preferred a 4.11% raise for all. Based on the opinions given the Board will request a 4.11% raise for all. Chris pointed out that there were people who were step eligible that voted for a 4.11% raise because they thought it was better for all, and people who were stepped out but who voted for giving a Step + 1.5% because they thought that was more fair. It is clear that all of PSA recognizes that the problem of having people at the top of a limited salary scale who get very limited raises which don't come anywhere near covering the increased cost of living, is a very complicated issue and has many implications. This issue is one we must address in the very near future and PSA hopes to make a presentation to the Governing Board in May with some of your comments, questions, and suggestions included in the presentation.

Next Chris went over parts of the History of the Salary Negotiations and distributed a handout of the Meet & Confer salary history data and looked at the raises for the past 10 years for PSA (see web site <http://www.maricopa.edu/business/budget/Meet&Confer/data/fyo8mc.pdf>). During the last 10 years, employees have received a step 8 times, had 2 Steps added to the top, and a 5% raise one year which was the equivalent of step raise or more depending on where you are on the grade/step scale. (Going back further in the history one year no raise was given and another year raises were delayed until September, a 1% raise for 6 months, then a Step given, etc.).

98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08
Step + 3%	Step + 2%	Step + 2%	Step + 3%	Step + 1%	Step + 2%	Step +Step Added	5% for All	Step +Step Added	3% for All

Next we went over a handout that gave an illustration of how the value of a Step increases when a percentage increase is given. We compared and contrasted the salary scale from 2001 -2002 (which came out of an old PSA policy manual and is no longer available) with 06-07; 07-08; and what it will be for 08-09 with the 4.11% increase (see Attachment C). In 2001-2002 it was only possible to move up to Step 7, whereas now it is possible to move up to Step 9. So if you are at Step 7 now, you would have been at the top of the salary scale this year, without those added Steps, and would have received a 1.5% raise if that is what we had decided on. We then took an example of a grade 7 employee at Step 4 and compared the value of the Step 4 for each of the example years

00-01 (+2%)	01-02 (+3%)	02-03 (+1%)	03-04 (+2%)	04-05 -0-	05-06 (+ 5%)	06-07 -0-	07-08 (+3%)	08-09 (+4.11)
\$27,698	\$28,529	\$28,814	\$29,390	\$29,390	\$30,860	\$30,860	\$31,786	\$33,092

The floor was then opened for questions. There were many comments expressed and questions that were asked. Below are a few highlights

- ▶ **Q** - How many employees are Step eligible
- ▶ **A** – There are about 800 employees that are step eligible and about 430 employees (about 35%) that are at the top of their steps. The outcome for all employees is much more complicated than just who is step eligible and who is not. Until this year, 50% + or - of our PSA employees were at the top of their steps. That figure dropped significantly this year because our more experienced workers are quitting and getting outside employment for more pay or less stress, being promoted, or retiring.

- ▶ **Q** – If the IT/HRMS system were upgraded this year, would they be able to promise us they would add a step next year in a non-upgrade year.
- ▶ **A** – There can be no promise about adding a Step because we don't know what the budget situation will be. HR would have the capability however, to add the Step, as they have in the past.

- ▶ **Q** – Why didn't the Board let employees know ahead of time that they don't really like adding Steps and give us another option either for Steps or something else?
- ▶ **A** – Not all GB members feel that way, but it is an issue that needs to be addressed sooner rather than later.

- ▶ **Comment:** One employee pointed out that for the last 6 out of 10 years, she and other employees who have been at the top of their steps, have only received a percentage salary increase of 1-3%, while those step eligible got a step plus a 1-3% increase.
- ▶ **Response:** Only in the last 5 years have we even given any thought to thinking outside of the box and trying to get everyone in PSA a similar or the same salary increase by adding steps or getting step equivalent raises.

Old Business: No Unit Announcements were made due to time constraints.

Respectfully submitted,

Lynn K. Mary
Executive Secretary, PSA

Name	Proxies	College	President's Meeting 04/16/08	General Meeting 04/16/08
Austin, Ingrid		DO		X
Barrera, Maribel		GW		X
Birmingham, Julie		DO		X
Blackwell, Sue		MC		X
Carlen, Marsha *		EM		X
Carpio, Romana		CG		X
Chandler, William		GW		X
Chiara, Susan		DO		X
Clark, Cynthia	7	CG	X	X
Clement, Lori		GC		X
Cochran, Anna		DO		X
Cook, Rachel		GW		X
Cota, Rosalinda		SM	X	X

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Crockett, Nyla	4	MC	X	X
Czech, Sandee		PV		X
Dausey, Pat		DO		X
Dodds, Helen		RS		X
Dominguez, Rita		EM		X
Elie, Wanda		GW		X
Espinoza, Lori	2	PV	X	X
Fives, Anna	6	GC	X	X
Fregley, Heather		CG		X
Gibbons, Mary	2	SC	X	X
Gonzales, Carmen	1	DO		X
Gunter, Chris		DO		X
Hancock, Julia		GW		X
Harp, Erika		MC		X
Hervey, Sally		GC		X
Hoeffler, Chris *		SC	X	X
Kirchner, Patricia		GW	X	X
Klein, Sheri		RS		X
Koetzle, Kathryn		RS	X	X
Kremin, Dawn		GC		X
Legg, Karen		PC		X
Loucks, Kelly		PC		X
Lueppker, Kathleen		SC		X
Mandel, Linda		GW		X
Martinez, Diana		PC		X
Mary, Lynn K. *		PC	X	X
Mazur, Barbara		GW		X
McKeever, Mary		SC		X
Mihael, Lopatko		DO		X
Mihailova, Angelica		DO		X
Miller, Rachael		DO		X
Moss, Ann		DO		X
Nolan, Kathryn		GC		X
Owens, Donna		EM		X
Perry, Scarlett		GC		X
Pritchard, Deanna		GW		X
Quiroz, Cecilia	8	PC	X	X
Ramirez, Natalie		DO		X
Salazar, Aracely		DO		X
Shelton, Nora		RS		X
Sindel, Mary		GC		X
Smith, Irvin		SC		X
Thorpe, Lori		DO		X
Warner, Donna		DO	X	X
Wright, Julie		CG		X
Young, Rene'e *		SM	X	X
Zellitti, Robbie		SC		X
Zipperer, Stephen *		DO	X	X

* = Executive Board Member