
PERSONNEL COMMITTEE MINUTES

Coast Community College District

Special Meeting of the Personnel Committee

Date: September 20, 2012 at 1:00 p.m.

Board of Trustees' Conference Room

1370 Avenue, Costa Mesa, CA 92626

1. **Call to Order** – Trustee Prinsky called the meeting to order at 1:08 p.m.

2. **Roll Call**

Trustees Present: Dr. Lorraine Prinsky and Trustee Jerry Patterson
Trustees Absent: None

In Attendance - Human Resources Manager of Recruitment and Staff Analysis, Shannon O'Connor; Secretary of the Board, Julie Frazier-Mathews; Coast Federation of Educators, Dean Mancina; Vice Chancellor of Human Resources, Dr. Deborah Hirsh; District General Counsel, Dr. Jack Lipton; Vice Chancellor of Administrative Services, Andrew Dunn; Classified Union President, Ann Nicholson; Golden West College Staff Development Trainer, Connie Marten; Orange Coast College Director of Personnel Services, Laurel Francis; Coastline College Vice President of Administrative Services, Christine Nguyen; Coastline College President, Dr. Loretta P. Adrian; Administrative Director of Fiscal Services, Daniela Thompson; Manager of Benefits and Employment Services Geri Wile, and Coast Federation of Educators Representative Bob Fey.

3. **Opportunity for Public Comment**

There were no requests to address the Personnel Committee during Public Comment.

4. **Approval of Minutes: June 25, 2012**

It was moved by Trustee Patterson and seconded by Dr. Prinsky to approve the minutes of the June 25, 2012 Personnel Committee Meeting.

Motion carried with the following vote:

Aye: Chair Prinsky, Trustee Patterson
No: None

5. **Update on Faculty Hiring**

Ms. O'Connor provided the Committee with a report on Faculty hiring. She informed the Committee that all of the Faculty hiring has been completed.

Dr. Prinsky asked what was happening in regards to Faculty development. Mr. Mancina answered that the Union and the three Senates developed weekly faculty discussion groups, with committees forming in the spring.

Mr. Fey asked if next year's diversity report could be based on a pool of people who have a master's degree, for more specific analysis, rather than base it on a whole

population. Dr. Prinsky and Shannon O'Connor responded that this is something that is being investigated along with making the presentation more robust.

The Committee discussed the importance of the master's degree as a requirement and also discussed different options for increasing representative demographics.

Trustee Patterson highlighted the importance of hiring demographically representative employees.

This item will be left on the agenda for future discussion and/or updates.

6. Report on Pension Reform and District Impact

Ms. Wile provided the Committee a report on pension reform and the District Impact. She informed the Committee that the majority of pension reforms will be affecting new hires as of January 1, 2013. Ms. Wile stated that the most significant change, to current employees, is the earning cap and the way that the annual salary is formulated and calculated. Ms. Wile shared that the only other impact may be the forced fifty percent sharing of retiree costs. Dr. Lipton clarified that this statute will only affect new hires but that language is embedded to encourage public entities to negotiate with the unions, for existing employees.

Dr. Prinsky suggested that this item be carried on to the next agenda for further discussion and clarification. She asked that Ms. Wile further inform the Committee on changes that will impact existing employees. Another change would be a new rule about felonies and losing your retirement if charged with certain felonies, Ms. Wile informed the Committee. There will also be a statutory six month waiting period for retired employees returning to the District and subject to an earnings limit, she further shared. Current employees cannot buy air time, but can buy service credit, Ms. Wile clarified.

7. Discussion of Board Options on Pension Spiking

Ms. Wile walked the Committee through a handout on pension spiking. She began by citing the definition of pension spiking as "to artificially inflate someone's salary so that it appears that they are making more than they actually are making, in time for them to retire." Ms. Wile informed the Committee, that because the Board approves every action for pay, this makes District less vulnerable to pension spiking. Ms. Wile further shared that there are several safeguards to protect the District on this matter. The first is that the District is highly regulated. Secondly, the Personnel offices on every campus carefully review any action submitted by a manager and code it using the PERS compatible coding system. Ms. Wile informed the Committee that, due to these safeguards, Coast has successfully passed several audits. Trustee Patterson asked which employees can potentially take advantage of pension spiking. Ms. Wile answered that the biggest potential threat are administrator contracts. She advised that Coast perform a reimbursement rather than a stipend to further safeguard the District. Dr. Hirsh informed the Committee that Human Resources will be proposing a policy on this topic and will be going to Board in October on the Board Log. Dr. Prinsky asked if this policy will be tracked in the Personnel Committee and Dr. Hirsh confirmed that it will.

8. Update on District/College Reorganization and Consolidation Plans

Dr. Hirsh shared that there are no written plans but areas are being explored. Human Resources have drafted an early retirement incentive for Classified Employees, Dr. Hirsh informed the Committee.

9. Set Future Meeting Dates

The next meeting of the Personnel Committee will take place on November 26, 2012 at 2:00 p.m.

10. Adjourn

It was moved by Dr. Prinsky and seconded by Trustee Patterson that the meeting be adjourned.

Motion carried with the following vote:

Aye: Chair Prinsky, Trustee Patterson

No: None

The meeting was adjourned at 2:07 p.m.

Secretary of the Board of Trustees