
Montgomery College Employee Services Council
Academic Year 2021
Meeting March 4, 2021
1:00 pm-2:30 pm

DRAFT

March 4, 2021

Attendees: David Torrain, Natasha Sacks, Elizabeth Benton, Linda van Bargaen (presenter), Bill Weisch (presenter), Leslie Jones, Santo Scrimenti, Kimberly Robinson, Grace Gourdine (guest)

Members: David Torrain (Chair), Natasha Sacks (Vice Chair), Elizabeth Benton (note-taker), Leslie Jones, Kimberly Robinson, Santo Scrimenti,

1. Presentation by Linda von Bargaen and Bill Weisch regarding compensation review. The presenters shared a power point that (I believe) we can refer to as needed. Here are some key takeaways:
 - a. College moved to a market based compensation model a few years ago called Total Rewards
 - b. Degree attainment: one-time payment of \$1,500.00
 - c. Equity review: initiated by supervisor
 - d. Longevity award: lump sum payment of \$1,500.00 one-time/not added to pay (required: 5 years satisfactory evaluation)
 - e. Promotion: will be reviewed
 - f. Overtime pay: if exempt, one is not due overtime pay; we want to discourage overtime; bargaining members of the union has something about overtime in the contract; there are ongoing talks about this
 - g. Special project pay: recognition of someone who has taken on additional special initiatives (i.e. Workday)
 - h. Communication plan being set: meetings; workshops; email; webpages; memos
 - i. Members ask specific questions about faculty and staff at the top of the range. For example, Kimberly asks about differences between WDCE and credit side of the organization regarding classification
2. Presentation by Stephanie Will regarding mental health resources/Student Health and Wellness Center
 - a. Support activities include Mindful Mondays; How to get a good night's sleep
 - b. Resources such as FSAP
 - c. Community resources: MC has 24 hour crisis hotline
 - d. InfoMontgomery.org

- e. Leslie Jones encourages including some of these wellness details in the employee newsletter
- 3. We do not have quorum; no approval of minutes and agenda
- 4. Goal Plan: We are continuing to meet our goals by having a communication plan; bringing experts to our meetings; make sure we are bringing information from presenters back to the area; continue to use Inside MC as an effective communication tool
- 5. College council: Facilities analyst would like to continue her work with MC. She filled out a remote work request and it was approved. Her case went to approval to HR and the case was denied. David received details; convened a meeting with Santo, Leslie Jones, Natasha. VP Krista Walker gave reasons for the denial. More than 20 individuals would like to continue working long distance and not be at the college is going to be challenging. The college has one person who works outside the state, but other roles are not eligible. SALT leadership group is looking at a bigger picture of this type of request. In lieu of handling the cases one by one, SALT will work out a policy. For this employee, the answer is no pending policy.
- 6. HR: Santo- vaccines are not currently required; lots of information in MC Communications about this; you may need to verify employment;
- 7. Natasha: Lifelong Learning is hosting a webinar on vaccine scams
- 8. Leslie: Engagement and Culture survey had a 52% response rate; was not extended
- 9. Chair report: Dr. Pollard will join the May Employee Services Council meeting (yay!)