Senate Budget Committee minutes
August 18, 2016


Unil Perera called the meeting to order at 1:36
Minutes from the previous meeting (4/22/2016) were unanimously approved

Members introduced themselves

Linda Nelson updated us on university implementation of the Fair Labor Standards Act. GSU has 550 employees who must either be eligible for overtime or have their salaries raised to $47,000; 220 of them have been classified as eligible for overtime, 243 remain exempt, and the remaining decision are pending. Overtime may come in the form of either money or comp time. Non-exempt employees are being moved to bimonthly pay periods by September 24; the university is on track to complete the changes required by the deadline of December 1, 2016. The individual division and departmental HR staff are doing exemplary work in making sure that supervisors and employees are being appropriately trained. HR is also preparing a FAQ sheet for employees and supervisors and a packet of information for committee members that Dr. Perera will circulate via email.

Dr. Weyenmeyer noted that the big issue here involves Post-Docs, because they are generally paid by grants, and many of them are in progress, so that there is a gap between the federal mandate and the monies available through the grants. The central administration has agreed to fund fifty percent of the money required with granting departments finding the other fifty percent. New grants will be including the new salaries, but as the old ones wind down, this issue may remain for 3-5 years or so. This is, Dr. Rackliffe noted, a much higher percentage than the administrations of either UGA or GT are contributing.

The committee discussed questions of who would decide if compensation came in the form of money or time (that decision is up to the supervisor); we were reminded that supervisors and employees must be careful because non-exempt staff who do any work (such as answering emails) after regular hours are now on the clock and eligible for overtime; we were asked to expect that there will be a further increase from the $47,000 in two or three years; we should also expect increased oversight from the Department of Labor; and the administration is aware that this mandate will increase pressure to ease the compression that will result.

There was no old business.

Dr. Perera asked for new business: it is possible that we will be working with the Research Committee to see if we can improve the compensation/recruitment packages for graduate students. There was no other new business.

The meeting adjourned at 2:15.

Respectfully submitted,

Mary E. Stuckey