

Minutes – March 29, 2017

The meeting was convened at approximately 2:30 p.m. by Charles Garbini.

Members present:

Member	District	Member	District
Mary Cleveland	#1	Kris Bakowski	#8
Charles Garbini	#2	Susan Williams	#10
Robin Harbaugh	#4	Doris Miklitz	#11
Christy Mannering	#5	Amanda Gearhart	#12
Glen Loller	#6	Stefanie Baxter	#13
Cheryl Rodriguez	#7	Steve Kramarck (in for Alex)	#14

Members absent: Vacant Seat #9

Others Present: Thomas LaPenta, Chief Human Resources Officer

Minutes from January were approved, but Doris' name was misspelled so that will need a correction in bullet 5 of our previous minutes.

Old Business

- Update on UDeserve It – we have received a few new nominations since our last push in January and will need to keep pushing prior to the UDid It Picnic. Reminding representatives/constituents will hopefully help with increasing these numbers by June.
- Susan will look at the President's calendar after April 28 to see when he might be available to come talk with both our council and the Non-Exempt Staff Advisory Council.
- The student war memorial: Charlie received a call stating that no one has claimed the memorial, so Facilities Grounds Department is not sure where it needs to be relocated to at this time. They are likely going to move it over near Memorial Hall. Contractors near the current home of the memorial said whoever took the picture was trespassing. It's not safe to go behind the fences at construction sites, please do not do this.
- Doris said there is nothing new to report regarding additional bike racks near the library.
- At our next meeting in May we will be touring the library, we will need a UD One ID card to get into the library.
- Regarding the non-smoking campaign, Tom let us know that additional signage has been placed around campus in areas prone to smokers. UD will continue to go at this campaign from a reference of education rather than enforcement.
- Alex Keen had mentioned looking into the council by-laws to see if they need to be modified and made more current. We decided to table this discussion as he was not in attendance.

New Business

- A position has been filled in HR which will allow for the updating of things like our council representative lists and descriptions for titles on the HR website. The HR website as a whole is currently being refreshed.
- We need another representative for the UDeserve It Committee from the Non-Exempt Employee Advisory Council.

Constituent Concerns

District #2

- **The kiosk in the Perkins parking garage is not intuitive, the process is cumbersome to get folks validated as well.**
 - This will go to Stef to be referred to Richard Rind.
- **South College and Delaware Avenue crosswalk needs to be repainted. Students are not crossing appropriately, some are weaving around cars instead of using the designated area.**
 - Thank you for bringing these issues to my attention. We will assign officers to conduct some directed patrols for enforcement, education and potential recommendations.
Chief Patrick A. Ogden 39273
University of Delaware Police
- **Constituent is unhappy with the people repeatedly running a stop sign at the sign across from the firehouse on Delaware Avenue to Lot 53. Perhaps a flashing light is necessary in this location.**
 - Thank you for bringing these issues to my attention. We will assign officers to conduct some directed patrols for enforcement, education and potential recommendations.
Chief Patrick A. Ogden 39273
University of Delaware Police
- **Is it possible to have a light controlled crosswalk from the Perkins student center to the dining hall across the street? Or can the words “Be courteous, walk briskly” be painted on the ground in that area.** (This issue has been discussed before many times in other council meetings.)
 - It’s a city of Newark issue, will need to be sent to Jeff Garland.

District #14

- **Now that the new FLSA regulations are playing out will there be an adjustment rate to the salary guide?**
 - Tom explained the salary guide is tiered and generally based on the market. It is suggested this person speak to Tom directly so he can better gauge the scope of the question.
- **Constituent suggests outdoor charging ports be placed around campus, preferably in shaded areas, they should be water proof and could be solar powered.**

- This will be fielded to Kris Bakowski who will send it along to Peter Krawchyk.
- **Interim positions do not seem to have a policy. When someone leaves and the position needs an interim, how does that work, UD doesn't seem to do that?**
 - Tom shares that UD has done this frequently when appointments are necessary, usually if someone is gone for 12 weeks or longer, and that's usually the call of the department or unit to work with HR. The constituent will be advised to call Tom for additional information so they can have a direct conversation.

District #13

- **Constituent feels the UD dining charbroil grills are polluting the air, and there is poor air quality for those living near and working near the ventilations systems.**
 - This will be sent to Sue Bogan or Mike Gladle.
- **A bicyclist stated that a pathway to the gym which used to be open to bicyclists is no longer accessible, citing a new fence.**
 - The fence is not due to construction in the area, it is believed the parking lot pathway mentioned is private property and not really a bike path. This is a concern we are unable to tackle or pass on.
- **Constituent cites the gray lot off of Wyoming Road near the Early Learning Center where parents pick up and drop off their kids being a problem, especially with students walking to various places in that location and not using sidewalks. Can there be a more clearly marked pathway for students to use so they are not cutting through the parking lot?**
 - This concern will be sent to Richard Rind.

District #5

- **There is a very faded UD sign near our entrance closest to the old Girl Scout building that says "Main Campus" with an arrow. I was wondering if you could bring this up at your next meeting. Could the sign be removed as it looks bad? Could it be changed to say "UD Central Campus" because we in the CANR are main campus too?**
 - Sending this over to Kris Bakowski.
- **Maybe the advisory council has already discussed this and I missed the results. I remember there being a survey regarding the desire for electric car charging stations on south campus. Did anything come of that?**
 - This concern will be sent to Richard Rind.

Announcements

- There are a number of large searches happening right now at UD including Chief Budget Officer and Chief of IT.
- HR has hired a senior recruiter.

- There will be a slight delay in the implementation of the new 403B plan, it will likely happen a couple of months after July 2017. It is suggested employees meet with someone from TIAA to get assistance or ask questions.
- Effective July 1, 2021, employees retiring under the University of Delaware 403(b) Retirement Plan must be 55 years and older and have a combined age and benefit years of service that equals 80 to be eligible for retirement benefits. In addition, a minimum of 15 years of benefit years of service is a requirement for retirement benefits. Age qualification is not required for employees with 30 benefit years of service.

Think about requesting Peter Krawchyk for our July meeting.

The meeting was adjourned at 3:55 pm by Charles Garbini.