

**College of Micronesia – FSM
Committee (Working Group) Minutes Reporting Form**

Committee or Working Group:	Human Resources Committee
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Date: August 27, 2012	Time: 3:00 p.m. - 4:00 p.m.	Location: BOR's Conf. Room
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Members Present/Absent:

Title/Representative	Name	Present	Absent	Reasons
Chair, NTL F	Delihna Ehmes	X		
Vice chair, CRE	Mark Kostka	X		
PNI F	Deeleeann Daniel		X	Have class
PNI F	Anna Dela Cruz		X	Have class
NTL F	Robert Andreas		X	
NTL S	Bundi Fred		X	
NTL S	Norma J. Edwin	X		
Secretary, PNI S	Maureen Mendiola	X		
NTL F	Allain Bourgoin	X		
PNI F	Bertoldo Esteban		X	
PNI S	Morehna R. Santos		X	Off-island
FMI	Regina Faimau		X	
CHKK F	Abraham Rayphand		X	
Yap S	Fidelia Gilmar		X	
KSA S	Arthur Jonas		X	
FMI F	Michael Mailuw		X	
NTL S (New Member)	Julia Martin		X	
CHKK S	Marylene Bisalem	X		

Additional Attendees:

Agenda/Major Topics of Discussion:

- **Re-organize Election of New Officers**
- **Briefing on Committee's Priorities Policies: Compensation & Evaluation forms**
- **Others**

Discussion of Agenda/Information Sharing:

Chairperson Delihna opened and welcomed everyone. She then apologized that it was hard to call meetings during the summer since most members were away on vacation and it was also difficult to get responses. 25% of members present so it was decided to go ahead with to have discussions.

Re-organize/Election of New Officers:

Delihna had received nominations for new officers which were seconded as Mark being chair, Bundy-vice chair, and Maureen-secretary but members suggested and agreed to open it up for more nominations up to this Friday and then voting be done electronically by Wednesday next week.

Delihna is appointed as chair for the Social Science division and all division chairs are automatically part/members of the curriculum committee. Therefore, she is asking if she can step down from the role as chair of the Human Resources committee.

Briefing on Committee's Priorities Policies: Compensation & Evaluation forms:

There were multiple concerns raised by the college community on the policies recently approved by the board. It was claimed by HR Director that those policies were reviewed a while back by the previous HR committee. Members suggested that HR Director call a session to clarify the rationale of the policies. Delihna will check with HR and was told our priorities which should be based on the development plan. Outstanding issues are policies on compensation and evaluation.

Complaints/concerns received on the employment contract dependent's for the tuition waiver; compensation for maintenance/security/custodians serving on special contracts for many years.

Others:

Clarification on the years of service for those who resigned and come back; years of service award be considered for those on special contracts; tuition waiver for dependents and employment contracts needs to be looked at.

Allain made a motion to adjourn and Mark seconded.

Meeting adjourned at 4:04p.m.

Comments/Upcoming Meeting Date & Time/Etc.:

Handouts/Documents Referenced:

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College Web Site Link:

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Prepared by:

Maureen Mendiola

Date Distributed:

8/28/12

Approval of Minutes Process & Responses:

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Submitted by:		Date Submitted:	
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Summary Decisions/Recommendations/Action Steps/Motions with Timeline & Responsibilities:

Action by President:				
Item #	Approved	Disapproved	Approved with conditions	Comments