



University Operations

Employee Relations Committee
Tuesday, February 7, 2017 1:30-3:00 pm

MEETING Minutes

Fred Brown 146, A&B

Present Brian Browning, Robert Bryant, Dorothy Dyer, Robert Dykes, Rick Gometz, Holly Harmon, Kim Harmon, Mike Herbstritt, Grant Howard, Dave Irvin, Charlene Laughlin, Jeff Maples, Jim McCarter, Rick McCarter, Janet Miles, Randy Miller, Lori Ownby, Jay Price, Dennis Saben, and Karen Valero.

Absent Tom Anderson, Kyle Botica, Rose Rita Cooper, Carmella Ford, Debora Higgs-Thomas, Beverly Johnson, Debbie Lane, Ed McDaniel, Ed Roach, Mike Werley, and Frank Wren.

Welcome

Mike Herbstritt, Executive Director for Human Resources, welcomed everyone to the meeting.

New Business

1. Recycling on Campus – Jay Price, Recycling Manager

Jay Price, Recycling Manager, shared information about the public recycling drop-off services offered by UT Recycling. The drop-off service is open to everyone and is open 24 hours a day, 365 days a year. It is located outside the loading docks 23-25 at 2121 Stephenson Drive. Recyclable items include paper, plastics #1-7, aluminum cans, steel cans, cardboard, batteries, electronics, scrap metal, and steel cans. Coffee cups, paper plates, paper towels, food containers, and milk/juice containers are not recyclable. Glass bottles/jars must be separated by color before being recycled. They can no longer be recycled with the usual recycle pick up; Plastic bags can be recycled here, but not in the usual recycling.

Mr. Price shared information about the campus composting program. Food waste is collected from all campus dining locations and selected buildings before being taken to the composting facility located off of Cherokee Trail. The compost will be used as a soil amendment to fertilize their crops at UT's Organic Farm or may be used for erosion control on campus. Some may be used to mix with fill dirt to create better topsoil.

Mr. Price also shared information about the E-Recycling with Printing and Mail Services. Small electronics, batteries, and printer cartridges can be put in campus mail envelopes or at campus mail pick-up locations. Do not mix batteries or printer cartridges with other items. You may view the full details at <http://recycle.utk.edu/services/mail-services-recycling/>.

2. Finance and Administration Update - Jeff Maples, Senior Associate Vice Chancellor for Finance & Administration

Mr. Maples shared that Chancellor Beverly Davenport will start as Chancellor of UTK on February 15, 2017. In the Governor's 2018 budget proposal, the University of Tennessee at Knoxville is recommended to receive approximately \$13.5 million new, recurring dollars from the state. However, a substantial portion of those recurring funds would be earmarked to cover the Governor's recommended salary increase for employees (3%) and other staff benefits.

Mr. Maples also shared the information about the status of construction on campus. The Volunteer Blvd. Street-Scape Project phase I was completed in winter 2016. Phase II will start in May of 2017. Strong Hall will be fully operating by fall of 2017. The renovation of Thompson-Boling Arena is underway, most notably overhauling locker room facilities used for athletic and special events at the thirty-year-old riverfront venue. Arena dining renovation will start in the end of April, 2017 and will be completed by August, 2017. In response to an inquiry, Mr. Maples said the bids for the state-wide outsourcing proposal are due to the state by the end of February. The bids will be evaluated in March. An announcement should be forthcoming in the Spring of 2017.

3. Human Resources Update – Dr. Mike Herbstritt, Executive Director for Human Resources

Dr. Herbstritt shared that Human Resources is coordinating three awards for Chancellor's Honors Banquet, including the Extraordinary Customer Service Award, the Extraordinary Community Service Award, and the Extraordinary Service to the University Award. For more information or to submit a nomination, contact Nate Taylor at (865)974-6686.

4. Traffic Signal at Lake Loudon and Phillip Fulmer – Kimberly Harmon

Q: The traffic signal at Lake Loudon and Phillip Fulmer (at the Arena) blinks every morning. It makes it really difficult to either make a left hand turn from Phillip Fulmer onto Lake Loudon, or go straight across from Phillip Fulmer road to Chamique Holdsclaw road. Often drivers need to pull out into the traffic lane to see if other traffic is coming.

Jeff Maples: Mr. Maples said the traffic signal is set to blink to ease the morning congestion from Neyland Drive via Lake Loudon. The traffic signal at Lake Loudon and Phillip Fulmer is less than 500 feet from the traffic signal on Neyland Drive. He agreed it can be difficult to make a left turn from Phillip Fulmer to Lake Loudon.

5. FLSA Update – Robert Dykes

Q: Are there any updates on the FLSA exemption status?

Dr. Herbstritt: The federal judge put a hold on the Department of Labor's new federal overtime rule, which would have increased the FLSA's salary threshold for exemption from overtime pay. Currently the university is waiting for further decisions before implementing changes.

Old Business

None

Announcements & Other Comments

❖ Urban Zoning Development – Dave Irvin

The City of Knoxville is making effort in the urban zoning development. Mr. Irvin will be the representative of the University of Tennessee. If you have any suggestions for city development in general, please send the information to Dave Irvin.

Distributions

❖ Meeting Agenda

Next Meeting

Tuesday, March 7, 2017, from 1:30 pm to 3:00pm

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Submit agenda items to Dorothy Dyer at dorothy.dyer@utk.edu or at (865)974-8299