

## Transition Task Force

### Personnel subcommittee

#### Report of 2/29/12 meeting

Members of the Transition Task Force's Personnel Subcommittee (Thea Berkhout, Jo Butler, Jill Jachera, Jim Levine, Shirley Meeker, Gary Patteson, Bruce Topolosky, Bob Bruschi, Kathy Monzo, Jim Pascale and Sandra Webb) met and discussed the following items:

- Assessment of the need for additional subcommittees to focus on areas not yet covered by other subcommittees (Administration and Finance, etc.). The Personnel Subcommittee will recommend to the TTF that at this time it did not seem necessary to appoint these additional committees and that the Personnel Subcommittee could cover these areas in the development of common policies, etc.
- Jim Levine volunteered to head up a group to review the issues related to merging benefits and personnel policies as well as other considerations related to merging, such as business practices, training, etc.
- Gary Patteson volunteered to come back to the committee with a review of various separation options that might be offered to employees.
- Administrators were asked to present at the next meeting of the Personnel Subcommittee their suggestions for handling merged positions and any other reorganization recommendations they may have.
- The Personnel Subcommittee will invite the Center for Governmental Research representative, Joe Stevko, to review the background work that he did to support the work of the Consolidation Commission and to clarify what kind of data the Commission used to develop its recommendations.
- Marc Pfeiffer and Eugene McCarthy from the Department of Community Affairs informed members about the support that the DCA and PERC will be providing as it related to implementation of the consolidation. While DCA will establish a governmental task force parallel to the Princeton Transition Task Force to assist Princeton in the details of the merger, PERC will work with administrators and bargaining units on merging the current parallel collective bargaining units. New contracts will need to be negotiated and established in 2013, but PERC's work will help to provide a base for the contracts.
- The subcommittee will invite a representative of PERC to attend a future meeting to explain its role in more detail in the merging of bargaining units.
- Marc Pfeiffer pointed out issues related to the Consolidation Law and the Consolidation Commission report both of which the Personnel Committee will request legal advice from the TTF's legal counsel:
  - Who has the authority to make personnel decisions for the new administrative structure effective 1/1/13?
  - Did the voters approve not just the consolidation and form of government in the November election, but also the specific recommendations of the Consolidation Commission report (i.e., as it relates to the specific positions to be merged)?
- Non Task Force committee members were invited to attend the upcoming meetings of the Task Force at which various department heads will be presenting overviews of their departments.
- Thea Berkhout will work with the administrators to develop a schedule for future meetings.