

8-23-16

Middle Managers

Karen gave report on JCEP

Introductions

Jeff gave a presentation on technology changes.

Reviewed Agenda

Greg gave talk on the responsibilities associated with the PLC Representative that needs to be filled. This will be to complete Greg's term as he is retiring.

Sheri, Greg and Lonnie will serve on the MM Secretary selection committee. Sharon Reynolds, Arkansas was selected and approved.

Carolyn Williams gave PLC Report that efforts are underway to get 1890 institutions more involved. Gerald gave report that he has been chosen to serve as vice chair for PLC. Greg added, that information items have changed where all that is looked at will be the POW. Action items will still be looked at. We need to continue to reflect the value of this meeting of MM.

Doug - Work is being done to show value of national system to ECOP. Dr. Hibberd of Nebraska is leading charge. ECOP hired a consultant to help us with FSLA but have now dismissed them because they were not beneficial. Work by Dr. Trapp is already going on the next farm bill. eXtension is still developing. Directors are going to address Urban Extension this week.

Shari gave the financial report. The balance is \$9853

Discussion on committee night out. Meet at Broadway Brew house. 4th and Broadway. Meet there at 6:30. Can ride Monarch shuttle for \$5.00. Hotel shuttle runs every half hour from 6:00 to 10:00.

State Reports were given.

Virginia – level to decreasing funding. Mandatory salary programs have hurt budget due to no funding increases and another salary program is planned for 2016. Starting salaries for BS and MS are \$33000 and \$36000. Employees do receive a tuition waiver. Promotion process with \$3000 for becoming an Agent and a \$5000 increase for becoming a Senior Agent. Have started using Destiny One, a registration and pay online system. Working to increase diversification by using a Diversity Fellows program. A Revenue Generation Working Group is looking into cost recovery for programs such as charging for program, selling curriculum etc... Also looking at flex scheduling. Created partnership with F & P funding for positions. Also partnered/received grant from the United Way to pay the salary of an Agent. Changing to new EFARS Elements evaluation system. Doesn't look extension friendly. Georgia uses it but it was modified.

Alabama – County appropriations are level to slightly higher and there was a slight increase in state appropriations. In 2015 implemented a promotional process that has greatly enhanced salary levels and provides incentives for individuals to seek excellence in their work. It has provided a matrix not only for performance, but also a tier level concept to analyze where salaries are and where adjustments need to

be made. The matrix developed for performance reviews is also the basic matrix used for promotional consideration. By doing this, individuals each year are not only assessing performance, but also preparing for promotion.

Arkansas- Budget flat at state level. Started multi-year increases at the county level. Just started new Performance Appraisal system. Starting salary for BS and MS are \$36000 and \$40000. Developing a Friends committee at the county level to work with legislators to garner support. Director, CEO, FCS and 4-H State Leaders are all leaving.

Florida- budget got extra 4,000,000 through formula funding. Filled 80 positions. 5 new water specialists. 1.5% across the board salary program. 40% county money 60% state funding positions. Program Assistants are hired by county or grant funds. Hiring freeze on FNP. Moving to not funding any of these positions, only Program Assistants. Lowest starting salary is \$40000 with a BS. Salaries increase \$7000 for MS and more for PhD. Have some SSA positions like master gardener or 4-H state leaders. 2 new District Directors have been hired.

Georgia - Re-doing Performance Appraisal system. Tying performance to activity report. Budgets are growing. Added 20 new positions and adding 15 more this year. 60/40 State/County funding. Counties now have checking accounts and have cleaned up procedures for managing them. Will have vacancy Greg is retiring. Starting salaries are \$34500 BS and \$40400MS. Will raise MS in the next few months several thousand. Now requiring MS degree. Can hire on with BS and get MS in 6 years.

Kentucky- 2.5 million cut over next 3 years to cover health care costs. Absorbing 2% salary increase. Increasing county contribution and holding positions open. 2 new District Directors. Announcing Asst. Dir. for 4-H soon. Starting salaries are \$35500 BS and \$39500 MS. Career Ladder with 5 levels. \$2500 to \$3000 increase at each level. With BS have 5 years to start working on MS. Moving agents into success factors Performance Appraisal system. Reviewing Ext. system for the state over the next year. Initiated Screening committees on the county level. Are now designating a County Manager in some counties. Do not have county directors.

Mississippi- Dealing with 1.5% decrease. Dealing with flooding issues. 5% decrease at Alcorn State University. Starting salaries are \$35000 BS and \$40000 MS but going to \$40000 and \$45000 Oct. 1. Starting statewide initiative focusing on sustainable horticulture. The existing program at Alcorn is well positioned to implement this new initiative due to their existing vegetable processing facility and product development lab. For the first time 2 Counties are now providing funding to support a 4-H and an Ag Educator in the delta region. EFNEP going now and working on SnapEd.

North Carolina Agricultural and Technical State University – Has a new Dean. Flat budget but looking for 1.5% legislative increase. Starting salaries are \$35000 BS, \$40000 MS and \$45000 PhD/EdD. 50/50 state county split is goal. Currently have staff in 46 of 100 counties. 48 Extension Agents, 8 Assistants and 5 Technicians. 4 state level vacancies. SnapEd and funds come directly. Also have Agribility program and funding. Just completed strategic plan, Mission Possible. Passed out copies.

NC State. – New Director. Finished new strategic plan. Working toward 50/50 split with county and state. Hired over 80 people in counties this year. Proposed FCS covered 2 counties but had a number of counties chipped in enough to have their own. Some area specialized agents. Travel policies have been changed which requires rental cars be used for trips over 75 miles. Working to get this changed. Instituted a new mentoring program. Also working on online onboarding program. RegOnline registration system started. Working on Urban position. 1 new DD.

Oklahoma- Received an 18% cut in state funding for FY 17. Looking at counties sharing an Educator to help address this downturn in the economy which is also affecting the county's ability to fund Extension. Starting salaries are \$35,500 BS and \$37,500 MS. In the first year of a four-year funding plan that will raise the county contribution from approximately \$22,000 for two Educators to \$62,000 in year four. This plan was designed before the "oil bust" so strategic planning to address this challenge is scheduled to begin very soon.

Tennessee- Starting salaries are \$35,500 BS and \$39,500 MS. Hope to increase soon. The Chancellor just left. Just acquired a 4-H camp. New PA system for 2017. New mentoring system. Working on statewide marketing plan. Employee wellness program. Promotion is 10% salary increase and have two possible promotional increases. New County Director training.

Texas- 1890 Filling some specialist and county positions. New interim Dean. Energy program. 1862-flat budget but must fund a 1.5% salary program along with a 1.5% one-time merit increase. Asked to submit 96% request for next two years. Some county positions have been cut due to low county budgets mostly due to decrease in oil and gas production. Some counties have lost over 50% in property tax levies. FSLA has made counties question whether they should pay agents directly. Starting salaries are \$36,000 BS and \$40,000 MS. Hope to increase next year. Have changed to BS required MS preferred but Agents may not progress past Level 2, of 4 Levels on the Career Ladder without an advanced degree. 65/35 state/county split in most counties. The County pays all M&O, travel in addition to that. Some counties are wanting to send their salary contribution to Extension rather than pay Agents directly. This opens up a new issue related to benefits, and the ability of Extension to pay the total cost of retirement and health insurance. Counties are being required to pay an additional 35% to cover their share of benefits. Added 21 new positions through new funding. 40% of Agents have 3 years or less in Extensions.

South Carolina- 2nd year of new strategic plan. New regional directors. 3.25% salary increase. 32500 35000. But normally hire higher. 2000 bump to get MS degree. 10% increase for PhD. 5% stipend for CED. Plan to move to 36000 starting. County share varies across state. 5 tier promotion ladder. Developed statewide program guidelines. 40% less than 3 years.

Passed out copy of Words of Wisdom. Greg suggested we put this document on our POW and distribute to entire PLC when it is complete.

Blake won drawing for free registration to MM Conf.

Everyone should provide feedback to Blake on the Words of Wisdom document by Sept. 6.

Jeff emailed committee list for members to make necessary changes. Also asked for everyone to send a summary of their state report with numbers for us to double check.

POW

Reviewed old POW and worked on New one. Much discussion on changing the Urban pre-conference to Innovation pre-conference. We will work with Rachel to try and get other committees involved.

Need to focus specific topics for Webinar series. Will identify in the morning.

8-24-16

Shari recommended that we suggest that committee night and state night be reversed.

Barbara and Shari gave a report on the 2017 MM Conference. A handout was provided with information. Registration to the Hotel must be completed in February. Topics from survey were presented and suggestions were received from the floor.

Discussion was held relating to Education of our Main Campus Administration on Value of Extension and College/Campus Engagement Committee. Tour Provost/Chancellor through Extension locations and programs. Worked with Vice Provost of outreach and engagement to tie with Extension.

FSLA

Kentucky - adding Educator to Agent's title and stating that they educate at least 50% of their time to keep them exempt.

North Carolina – Surveyed employees to make sure job descriptions are correct and reflect teaching. County Directors are exempt under managerial guidelines, over \$50000. Will keep Educators exempt and looking at moving program assistants from non-exempt to exempt.

Arkansas- Doing same to keep Educators exempt. Have program associates that are non-exempt. Program assistants are non-exempt and can draw overtime pay or time.

Texas- claiming teaching exemption for Educators. Hired outside lawyers to provide them recommendations to change job descriptions to be more specific to teaching. 65 to 85% of job description now says teaching. Hoping to work up to \$47000 threshold over time.

Mississippi- Hope to reach threshold in the next 3 years. Working on how to clock in and out as well.

South Carolina- Meeting with HR now to maintain exemption for Educators. Program assistants serve in a variety of roles so working on how to find a blanket policy for them.

Florida- Program assistants are capped at 40 hours. Will keep Agents exempt. Most are already over the minimum salary.

Georgia- Going on the fact that agents have always been exempt and will continue to be. President's office is working to make it official. Counties are wanting to start operating on a contractual basis. Moved program assistants to Ext. associates and made them exempt in the last few years. Some are and some are not. Wanting to make a classification based on whether they have degrees or not. Associates will be moved to Educators and be exempt if they have a degree.

Tennessee- continue to operate as exempt for agents. Program assistants are hourly and will be kept non-exempt.

North Carolina A & T- HR is still reviewing their job descriptions to make a final decision on whether they are exempt or not.

Virginia- Agents are faculty members. Will continue to keep Agents exempt. Any post-docs must be hired above the threshold. They are going to start looking for ways to raise Agent's salaries.

Shari will send North Carolina's policy on professional scheduling.

Tennessee meets with their newer employees to get feedback on their work schedules and work satisfaction in general.

Discussion was held on how county directors/coordinators are selected.

Presentation by Jeff Ripley on county partnerships.

Afternoon

Presentation by Jeff Young on County Extension Financial Guidelines.

We need to put MOUs and Policy Resource information on SRN website. Everyone should send to Shari.

8-25-16

Presentation by Eric on event/program planning.

Meeting adjourned!