



**PASSHE**

Pennsylvania State System of Higher Education

# Board of Governors' Amended Human Resources Policies

April 26, 2013

The BOG approved amendments to the following policies, which are effective on **July 1, 2013**:

# 1 BOG Policy 1984-14-A: Terms and Conditions of Employment of Senior Policy Executives

<https://secure.passhe.edu/hr/chro/HR%20Policy%20Guidelines%20and%20Procedures/Policy%201984-14-A%20Terms%20and%20Conditions%20of%20Employment%20of%20Senior%20Policy%20Executives%20Adopted%20Jan%2024%202013.pdf>

# 2 BOG Policy 1983-01-A: Merit Principles

<https://secure.passhe.edu/hr/chro/HR%20Policy%20Guidelines%20and%20Procedures/Policy%201983-01-A%20Merit%20Principles%20Adopted%20Jan%2024%202013.pdf>



# Amended Policy 1984-14-A: Terms and Conditions of Employment of Senior Policy Executives

- Identifies the non-represented (management) employees covered by this policy:
  - Executive leadership positions 260-270
  - Strategic leadership positions 220-250
  - Tactical professional positions 200, 210
- Establishes the length of initial appointments and reappointments of University Presidents and non-represented (management) employees
- Allows for reimbursement of relocation expenses
- Allows for professional development leave



# Impact of Amended Policy?

## **The following has changed:**

- Identifies the covered employees as non-represented (management) positions classified as:
  - Executive Leadership 260-270,
  - Strategic Leadership 220-250,
  - Tactical Professional 200 and 210
- Appointment may not exceed 2 years. Fixed term up to 2 years

## **The following has not changed:**

- Anniversary Date
- Leave and Benefits
- Date of performance evaluations
- Years of Service or possible Retirement Date



# Amended Policy 1983-01-A: Merit Principles

- Provides for Merit Principles appeal of discipline decisions of suspension, involuntary demotion, or termination relating to conduct or performance (but not for furlough, formal or informal reprimand or suspension with pay pending a fitness for duty evaluation or investigation)
- Specifically identifies the non-represented (management) employees covered by Merit Principles
  - Non-represented (management) positions 190 and below
  - Eliminates “opt out” provision of existing policy
- Authorizes the Chancellor to develop and implement procedures/ standards for general personnel policies for non-represented (management) employees



# Impact of Amended Policy?

## **The following has changed:**

- Identifies the covered employees as non-represented (management) employees classified at 190 and below
- Provides for Merit Principles appeal of discipline decisions of suspension, involuntary demotion, or termination relating to conduct or performance (but not for furlough, formal or informal reprimand or suspension with pay pending a fitness for duty evaluation or investigation)



# Questions

**If you have questions or need assistance, please  
contact:**

**Your Local HR office**

