

Wednesday, November 9, 2016

Call to order: 9:02 am

Recognition – Staff of the Month: Emilie McLarnan, Violence Prevention Program Coordinator, Dean of Students Office.

“Thank you to our presenters! TA/RA Institute. The College of Graduate Studies hosted its bi-annual TA/RA Institute on August 19, 2016. We had over 140 new Teaching Assistants attend this event, many of whom were brand new graduate students as well. We would like to thank all of the individuals involved in our Fall 2016 TA/RA Institute. Thank you for your amazing presentations and involvement.

Congratulations Emilie!! Emilie received a Flag and lanyard from HR&PDL; \$30 off a treatment at Healing Point.

Guest Presentation:

Brian Foisey and Wes Matthews, FLSA & SCTF

Market based – approved by most

State Board of Education (SOBE) in December for approval and then implementation will begin.

The pre-meeting for the Market Based Compensation was boring so that was a good sign.

SCTF = meeting and going “through the weeds” of it all to make sure this will work

Employees from all levels at meeting Monday are building a compensation system that works for us

Shared governance is happening now with this process.

Now faculty has formed a committee as well, so we have FCTF and SCTF

Plan to use up upcoming CEC cycle to put this compensation plan into action

FLSA – new policy/law effective Dec 1st, EPAFs need completed by Nov 20th pay period

We need to be prepared to make changes. Been working to either increase salaries or move to Classified from Exempt

Idea: Look at groups of related job and find market rates for these – if they will be above this, we can increase them now.

State Board of Education policy to grandfather in with benefits for current employees annual and sick accrued rates

Questions:

*What about employees this has happened to already?

*What % of employees have a market rate and when will we know?

1000 people of 1500 done

Wes has met with some supervisors, excited they are getting it and excited as well

*When will employees know?

Some people have been doing market research as they hire, should this information go to Wes?

Yes, please move it. He will check it.

Will do some research for this is for those who Dec 1st, others will need looked at differently

*How will employees know if they are one of these will be affected?

Supervisors have been notified and need to share information with employees

Wes: Person moving from Exempt to non-Exempt will keep 5 weeks of annual leave. If you change positions you will lose grandfather status as you changed jobs. If PERSI vested you will not be required to change with this process

Have to pay into PERSI for 5 years, they would not have this.

Post docs will be moved up in salary to the required amount of \$22.84/hr.

Question:

*EPAFS are due now for post docs- do we need forms for all staff?

Yes, do forms and follow processes, Brandi said we do not need the forms as this is required by law

*Can State dollars be used to raise up salaries to increase?

Not illegal, but please do best to use funds appropriately for these.

Janet Nelson- may help with funding, nothing has been finalized on this yet

Ombuds:

Barb Beatty, annual report: report on website: <http://www.uidaho.edu/faculty-staff/ombuds/annual-reports>

This was a year of transition in the Ombuds office as Barb started in April 2015, decline in cases.

2013-14: 209

103 this year

Ann Thompson and Barb discovered they were entering information differently, so tracking was askew/different.

Down about 25 cases

Top 4: Classified Staff 31%, Faculty Tenure 22%, Staff Exempt 15%, Undergrads 10%

Roll Call, Determination of Quorum:

Absences: Darren Kearney, Diane McGarry, Jennifer Baillargeon-Hauk, Amy Norman, Ian Leibbrandt, Debbie Caudle, Kristi Copeland, Andrew Brewick, and Elissa Keim.

Approval of Minutes:

Motion to approve by Amber Feldman, second by Sue Branting, Abstain: Irma Sixtoes, All Aye

Executive Committee Reports**Off Campus Rep – Angie Sowers**

Nothing to report

Communications – Summer Howard

Daily Register notifies U of I employees to submit Kudos; 1 Kudo this month and one last month; so send these in.

Treasurer Report – Kris Freitag

Budget looks good.

Secretary (interim) – Marty Lunt

Nothing to report

Vice Chair – Lisa Miller

SCTF has been busy, policy committee to meet soon about policies

Chair – Greg Fizzell

Sub committees for IPE:

Academic – 5 staff

Non – Academic (support units) - 15 staff

Efficiency & Effectiveness Committee – 2 staff

Advisory and other Reports**Faculty Senators – Irma Sixtoes**

Irma – Faculty Senate dealing with compensation and Market on Faculty positions. APM changes are being sent forth. APM 95.21, APM 20.23, APM 20.02, APM 50.56, APM 20.13.

Professional Development & Learning – Elissa Keim

The last 3 required trainings are due December 21st

Subcommittee/UI Committee Reports

Policy – Lisa Miller

Will be meeting soon to discuss policy changes and finalize Staff Council By-laws.

Awards – Summer Howard

A meeting was had with HR and others to get lined up. Web page should be live November 26th.

New Business

Should we request funds to help Staff Council support staff functions? Forego this at this time as funds will be needed to support the Market Based Compensation increases.

Staff Council, Holiday Celebration - need volunteers – Patricia Baker and Sue Branting volunteered to assist with this on December 14th, during our regular meeting time.

Old Business

Nothing to report

Good of Order

Healthy Holiday Challenge – Rec Center; free Rec Center entry over break just bring in 4 cans of food/non-perishable items.

Make sure you RSVP for the President's Holiday event.

Motion to adjourn

Lisa Miller, second Summer Howard, All Aye