



Staff Council Meeting
Approved Minutes
November 29, 2012

Members Present: Lesley Attebury, Terri Alvey, Mary Ann Bernard, Jeri Broshears, Bobbie Brown, Miekka Cox, Garry Culver, Gyneth Fehribach, Brandan Garrison, Stephanie Higgins, LaVerne Jones, Kim Jost, Terry Martin, Amanda Mitchell, Betsy Mullins, Jacki Spainhour, Kim Sullivan, Debbie Whiteside,

Guest Present: Donna Evinger

Members Absent: Sarah Howard, Theresa Ohning, Michelle Simmons

Approval of Minutes: The Minutes from the October 25, 2012 meeting were reviewed. Terry Martin moved that the minutes be approved and Betsy Mullins seconded. Motion passed.

Committee Reports:

Employee Relations: Giving Tree – 477 ornaments were distributed, 39 families are being assisted. Gifts will be due December 5, 2012.

Economic Benefits: See attached for the proposals that were presented by committee, Bobbie Brown seconded. Motion passed to present at the University Budget Presentation for 2013-2014.

Nominating: No report.

New Business:

A Thank you card for the Special Payment of December 2012 will be distributed among Staff Council Members to sign and it will be delivered to President Linda L.M. Bennett.

Future Dates:

January 8, 2013 3:15pm: Economic Benefits Committee Meeting Location UC 2202
January 17, 2013 2:00pm: Employee Relations Committee Meeting Location UC 2213
January 31, 2013 2:00pm: Staff Council Meeting Location UC 206

There being no further business, Kim Sullivan moved that we be adjourned and Terry Martin seconded. Meeting adjourned at 2:50pm.

Respectfully Submitted,

Michelle Simmons, Secretary

Proposal 1

6% Raise for support staff

Benefit to USI: To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community and Increase the diversity of faculty, staff, and student body.

Cost to USI: \$553,000.

Proposal 2

All staff eligible for vacation pay to receive one additional personal or floating holiday.

Benefit to USI: To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community

Cost to USI: This proposal will not require additional salary funding but might increase overtime costs and/or workloads and time costs in some areas.

Proposal 3

Retirement Service Payment for Support Staff that are eligible for PERF: 2% x years of service, maximum 25 years (50%) for support staff upon retirement with a transition of current policy sick leave payment for 10-20 years of service.

Service in Years	Pay Rate Per Hour	Current Plan - One Half of Sick Bank to Max of 60 Days*		Proposed Plan - 2% per Year of Service to 25 Yrs (50% Pay)	
		Max Sick Pay in Hrs.	Retiree Sick Hrs. Payout	Percent of Payout	Service Payout
10	10.00	450	\$4,500	20.00%	\$3,900
	15.00	450	\$6,750	20.00%	\$5,850
	20.00	450	\$9,000	20.00%	\$7,800
12	10.00	450	\$4,500	24.00%	\$4,680
	15.00	450	\$6,750	24.00%	\$7,020
	20.00	450	\$9,000	24.00%	\$9,360
15	10.00	450	\$4,500	30.00%	\$5,850
	15.00	450	\$6,750	30.00%	\$8,775
	20.00	450	\$9,000	30.00%	\$11,700
20	10.00	450	\$4,500	40.00%	\$7,800
	15.00	450	\$6,750	40.00%	\$11,700
	20.00	450	\$9,000	40.00%	\$15,600

Rationale: faculty and administrative personnel receive a retirement payout, sabbatical and TIACREF. Currently, support staff receive a portion of their sick time paid in addition to PERF. We believe this proposal compliments what faculty and administrative personnel receive with the differences addressing the sabbatical offered to faculty and administrative.

Benefit to USI: To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community and Increase the diversity of faculty, staff, and student body.

Cost to USI:??

Proposal 4

Increase in pay for degreed support staff employees. A similar proposal was made in for the 2011-2012 budget.

	Current Benefit	Proposed
Associate	\$100 annually	\$300 annually
Bachelor	\$200 annually	\$600 annually
Masters	\$600 annually	\$900 annually

We recommend the rates be reviewed for educational attainment beyond the levels listed above.

Benefit to USI: To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community; Increase the diversity of faculty, staff, and student body; Increase the graduation rate.

Cost to USI: ??