

**Staff Council Agenda
December 4, 2012**

Next meeting will be January 15th 11:30-1pm

Old Business

1. Campus Committee reports (Budget Committee, others), 10 minutes
Budget Committee – Marj said the committee will be meeting tomorrow
2. Subcommittee reports, 15 minutes
 - a. Campus Climate Survey (Bethany, Weston, Kathy, Nancy)
*Mark Saviano will work with HR and an outside company to create an all-inclusive staff climate survey – big thanks to Mark for representing us!
Staff Council should keep Mark apprised of anything they would like to have included*
 - b. Staff Amenities Brochure (Nancy, Mark, Lisa Brommer)
Mark Lee has sent out an email to Staff Council asking for information on known amenities... everyone should contribute what they know to give him a start. He and HR hope to have a new copy of the amenities brochure in place by January
 - c. Compensation (Joseph, Brenda, Kathy Butler)
*Info was given at the last In the Loop meeting
Recommendations have been made to HR and Jill on behalf of the staff and staff council at this point
Weston gently suggested that the Compensation Committee should post the rest of their meeting minutes on the website*
 - d. Staff Advocacy/Arbitration (Mark, Nancy, Stormy, Jessica, Lisa Brommer)
Stormy said they will be meeting next week
 - e. Children's Center and Parking Fees (Jayne, Jessica, Annette)
*Annette asked Nick some questions – he said he can count on one hand the complaint he has gotten since the new fee structure... most being about non permit holders who take spaces. They can put boots on habitual offenders, but it's hard to know who one-time offenders are. He also said permits are about \$1.09 per day. Annette raised the issue of the size of the spaces over by Boettcher and allegations of damage to cars when larger cars bump or sideswipe their neighbors. Nick wants to look more into that – he said he only knows of 2 incidents of that nature. Nick also mentioned that lots are only managed and ticketed until 3:30 (likely to be open to community coming to afternoon and evening events.)
According to the survey, parking and children's center fees are not the biggest concern of our staff. Weston called for a formal report/proposal from each committee so that we can determine the course of action moving forward.
**** Much discussion was had – the decision was to ask the committee to write a proposal addressing the complaints and what steps staff council has taken and will take to address complaints if necessary***
 - f. Listserv for Liberal Arts Staff Councils (Joseph, Weston, Jayne)
3. Strategic Planning update from Weston (Steering Committee member), 5 minutes
 - a. Strategic Planning meetings
The Planning Committee chairs have presented their goal proposals to Jill, and she has asked the committee chairs to re-work/re-word goals as necessary
4. Getting staff engagement at the Half-Block community retreat, 5 minutes
**** Please participate in the half-block Winter Conference on January 18th 8:30am-5pm**
5. Report on Staff Council lunches, decide who hosts the next, 5 minutes

They talked about having more opportunities for faculty and staff to interact (Beer with the Chaplains is good)

Employee recognition – why don't we have an employee of the month or year here at CC? HR has said before that divisions and departments are more than welcome to come up with their own.

Health and Wellness Programs – can we bring weightwatchers back or have yoga classes just for staff?

Technology might be hindering people from getting together and talking in person.

1st Friday of half-block – Jessica and Aimee

End of Block 5 – Nancy and Brenda

New Business

1. Generate themes Staff Council will recommend for HR's and the President's staff survey, 10 minutes

Might we like to get general opinions on different departments? Which departments would we choose? Would that put those departments on the defensive?

In the conference call on Friday, Mark intends to ask to see the base questions from the firm?

Themes: How staff feel they're being supported, Confidentiality in HR, Fear, Compensation, Fees

We can also get themes by doing a small survey to ask staff, and also read through the 2006 survey written comments to see what the big issues were then.

2. Plan Staff Council sponsorship of January 25 women's and men's basketball games, 10 minutes
Events committee (Kathy G and Annette) will get some tables set up and order some food, and also organize some games

3. Discuss comments from the November Budget Priorities Survey (see email report), 15 minutes
Staff recognition was a big theme

One respondent suggested CC allowing a Health Savings Account

We're forming a sub-committee to talk about professional development funds

There was a suggestion that HR provide a voucher up to a certain amount to subsidize child care at any center rather than having the on-campus childrens center

4. Email and Anonymous Form Feedback, 15 minutes:

- [11/14/2012] This is in regards to the survey on the staff priorities for the college budget. This was in your e-mail: "For example, in 2010, Staff Council identified a 'compensation system that rewards performance and provides a path for progression within a position' as the top budgetary priority for staff." That was in 2010 and nothing was done about that priority, so why would any of us want to participate in 2012? Can't you just automatically make that issue a top priority for the upcoming budget committee?
- [11/14/2012] I would like to see the concept of eating at one's desk addressed. We are supposed to have a lunch break and get away from the work environment. When people cook lunch and eat at their desk the odors can be very annoying to those with sensitive odor issues. I know sometimes we need to work through lunch, but for the most part laws say we should get away from the desk, it is good for the stress level.
We encourage staff to bring up these issues with each other.
- [11/14/2012] I think as College staff, our highest priority should be attracting and retaining the best staff possible. I think that higher base salaries are an important part of fulfilling this goal. I'm most concerned that our lowest-paid colleagues be paid a full living wage, but I would also like to see some steady growth of base pay across bands (or whatever). One-time bonuses for excellent work seem like they can be as divisive and dispiriting as they can be rewarding, but growing base salaries help us all in our

bank accounts and in our work with colleagues who are more satisfied with their compensation at the College. Thanks for the opportunity to weigh in, and for all you do in Staff Council.

- [11/20/2012] I have a couple of questions that I hope Staff council can look into. 1. A year ago my department (and many others) requested one or more new printers as capital equipment. These requests were denied with an explanation that in the summer of 2012 new printers and copiers would be installed campus-wide. (Our copier is also on its last legs with substandard copy quality, and the network services are frequently unavailable). We never received new printers or copiers and have not been told why, or when it will happen. Could someone look into this and update the campus about where this stands? 2. My other comment is about the Employee Handbook posted on the HR website <http://www.coloradocollege.edu/offices/humanresources/documents/StaffHandbook.pdf>. It looks bad that the manual includes a welcome letter signed by a president who has been gone 1.5 years (not to mention that the cover page sports the logo we have been told not to use anymore). It makes me question whether or not the information within is up to date. Also, the "links" that appear in the manual do not work. Thank you!
- [12/1/2012] The main question I have after reading the survey is let's make this simple instead of the 10 dollar words. Is there going to be any type of decent pay raise in the near future, and I mean near future in the way of like next year? The current pay raises we get ever year are nice, but with the economy on the current situation most ppl leave because we are not even close to make decent money to live on. I guess if you don't mind turning people over all the time and not keeping a steady staff on then keep it the way it is, but if you want people to stay on to College Colorado then make the pay competitive or at least close to the current outside pay. Thank You.
 - i. [Comment from Joseph: At least as of the last job opening I saw about a year ago, CC's Maintenance Worker position starts off at CC's minimum salary, \$11.06/hour. That is almost \$2.00/hour less than the City of Colorado Springs paid Maintenance Technician I positions 10 months ago (\$12.94/hour minimum, per a posting in February 2012).]
- [12/3/2012] This was a very nice summary. Thank you. I did participate in the survey and it looks like my priorities were consistent with most of the other participants. Good luck in instituting greatly needed changes for staff!

5. Other business?