

## **Staff Council Meeting Minutes OCT. 11, 2006**

Members in Attendance: Cathe Baile, Nancy Luther, Courtney Arnstein, Lee Doughty, Matt Reuer, Sarah Withee, Chad Schonewill, Rita Zook, Daryll Stevens, Kristi Salkil, Joan Taylor, Cindy Christensen

Guests: Ellen Rennels, Margie Ainsworth, Alan Davis, Laurel McLeod, Chris Melcher, Barbara Wilson

### **Diversity Task Force**

Ten ways to support diversity sheet was distributed - feedback on any more questions.

Sustained dialogue (Chris Kemp Contact)

How can we help?

[WWW.CC.EDU/DTE](http://WWW.CC.EDU/DTE)

### **Compensation committee report**

Two Pieces unfinished business

Research on proposal for alternate tuition remission /has to do with ACM

Options for news letter SSS

Maternity leave (non ex /ex/faculty/ are different)

Long term disability

Leave for less than two months employees Leave bank

How to lesson burden on departments

Student's compensation-paid internships

### **Committee luncheon**

Joan and Cindy are trying to set a date that works best for every one, tentatively set for OCT. 23 or 24. Hope to convey that we want to increase communications with staff members on committees on campus.

### **Climate survey update**

Climate survey will be given to staff only

Used questions from Mountain States, and will have Hot Topics section.

They are trying to have survey ready for the start of block four.

Where will the survey go and who will follow up on the results?

Matt and Cathy have been working very hard on this.

### **Meeting with senior staff**

Chad and Kristi's presentation on morale went very well. They were able to spend 90 minutes in the room.

Five areas were identified and positive solutions/suggestions were presented.

Chris Melcher felt that the topics were valid and well presented. Chris also said that the senior staff felt concerned that staff felt like they were second to projects like the corner stone building, campus lighting, new library, etc.

Chad and Kristi appreciated all the suggestions and help from fellow staff members on the morale document.

### **Web time entry update**

The recent web time entry classes were successful in helping people understand why CC has to go to this new system.

Employees were told how the new program would affect their pay checks, and how they could access programs to figure out what their pay would be on any given pay period.

Chris Melcher felt that they should take another look at bi-weekly pay, which would mean 26 even pay checks a year versus 24 pay checks that would be different amounts depending on how many days fell in a pay period.

The first week of web time entry was also discussed with several options on ways to deal with a smaller pay check that first week.

### **Emeriti**

Barbra Wilson announced that the emeriti people will be here on October 24 2:50 pm to 3:50pm and 4:00 pm to 5:00 pm for questions and answers that people might have.

Many concerns were brought up, such as the 4% yearly increase due to the cost of benefits going up, and the loss of your emeriti contribution if you should die before you are able to use it up. Chris Melcher suggested a survey on how the cc community felt about emeriti since it has been in place for about one year.

Minutes submitted by Lee Doughty