

Staff Council Meeting –November 3, 2009

Attending: Stephanie Daigle, Randy Nehls, Linda Petro, Millie Brence, Terri Akse, Michelle Swepston, Dave Reed, Shaleen Prehm, Joseph Sharman, McKinley Sielaff

Budget Committee update from Ava Shawkins

- Projections three years out – a plan to retire the debt – 12 -15 year plan to retire the debt
- Better utilize unspent funds
- Assessment on gifts to help manage some of these costs
- A recommendation going to the board to go to the market to try to fix the debt this calendar year – at 15 years, hopefully at a shorter time frame

Robert Moore

- How is the college organized and how things work with committees
- A learning curve to figure out how it all relates and works...who makes decisions
- Involved decision making needs to have clearer lines
- Unclear why some employees are eligible for sick leave and others are not
- Same issue with some accruing vacation
- Important issues to discuss...ask questions as to why things are done the way they are
- Feels this college is in a great position compared to other institutions, we can control our destiny and our board wants to make it better

Consensual Policy

- Faculty wrote their own document to put forward
- Took the word amorous out and just pertains to sexual relationships
- Staff policy left amorous in since not every relationship is sexual
- Put the 4 year exemption wording in the document because of paraprofs, etc.
- Want Staff Councils feedback first and then go to HR and Legal Counsel and hopefully then putting it into the employee handbook
- Should we get feedback from Staff?
- Digest or Staff Council website?
- Feedback should be given within the next week or decide today
- What about marriage relationships...if there is a cross over and mixture of relationships and age variance
- Guidance seems to be the key point
- We voted that we will send this forward to HR and Legal as is and then get feedback from Staff for further consideration
- There are concerns about the policy and should we put limits on who can date whom...power positions are seen as inappropriate
- It should be more of guidance for staff

Non-benefit eligible employees - Staff Council's position on non-benefit eligible employees and our thoughts about where we might (or might not) take this issue – question from Jane Murphy

- 2080 is the typical full time staff person
- 658 benefit eligible employees
- We do offer benefits to part time employees
- It seems that there are a lot of business that do offer part time employment to save on benefits, however CC does not do this on purpose. CC does offer benefits to part time employees
- Even faculty who are not on tenure track that receive full benefits and even block visitors
- If an employee does not elect benefits there is no plan in place for any other additional compensation to them...we do not have a cafeteria plan
- Benefits can include various topics and plans
- How does the college use significant savings from an employee that does not take advantage of benefits
- The Compensation Committee is looking at the cafeteria plan and how it is fairly used among employees
- Important to think about how we budget for benefits...it's a pool. The college does not have a management structure to hire a division for hiring a person that does not need or want benefits
- From the numbers given by HR most people are eligible for benefits at the college
- Stephanie will email Jane back for further clarification on her question

Anon Feedback

- Why some people receive bonus' when other staff are getting a 2% raise
- None of the funds in the .5% raise 2009-2010 pool for staff were used for bonuses. All of the funds were used to provide a 0.091% increase for every staff employee and an additional 2% salary increase for staff making less than \$25,000 and a 1.3% for staff making less than \$34,000 a year. Also, the non-exempt salary grade was adjusted by 1.9% and 12 of the lowest paid staff received an adjustment to minimum. Two employees have a contractual bonus provision tied to performance outcomes and their bonuses were not paid from the general salary raise pool. No other staff received bonuses.

Feedback on the campus tours – McKinley

- Would like more tours of buildings – George Eckhardt will do tours of Cossitt and Cutler for the next tour
- Those that came said they appreciate what Staff Council is doing
- A possible tour could be done of Barnes Science Center with all the new remodeling that has taken place over the summer – showcase the Biology department

Feedback on the Sports Night – Dave

- 50 – 75 people came
- The feedback was positive and that Staff Council wants to support the student athletes
- A lot of people purchased their shirts
- Athletics would like to continue this event, perhaps winter and spring
- Perhaps we should try to tie this into other things like student performances like in Cornerstone etc
- Dick said that Staff Council should be commended for both employee and family interactions at an event on campus
- We donated \$500 to Dig Pink and pizza and soda was approximately \$100
- We should advertise how well it went and solicit feedback for other events to promote attendance
- The idea is to get staff together at events

Additional Business

- We need to elect an events coordinator
- Hosted email discussion – Joseph
- Microsoft would offer a groups function instead of a digest message
- We could use our staff council email to send to these types of groups
- We might consider a Facebook page for Staff Council?
- Robert thinks the college has adjusted its budget so it's sustainable
- Enrollment for next year is looking very good
- Rumors are the freshman class is weak, however this is not true
- More full pay in the freshman class than in sophomore but does not mean they are less academically qualified
- Wishes that people would feel comfortable addressing issues and asking questions rather than anonymously...hopefully we can get there
- The plans are still in the work for making some policy progress
- Exempt and non-exempt staff having a voice
- Should the HR Director have a position on Senior Staff and should the director report to the Finance Director
- Robert thinks we should have a smaller Senior Staff perhaps
- Senior Staff is not a policy setting or making group despite some rumors
- Robert is looking at why we do things certain ways and how it affects the college financially
- Budget Finance meeting is Friday morning
- Perhaps Staff Council could in the future meet with the Board of Trustees as representatives of staff