

Staff Council Meeting Minutes

Tuesday, December 01, 2009

Members present: Stephanie, Randy, Dave, Rebecca, Sara, David, Shaleen, Michelle, Millie, Penny, Terri

Guests: Chad, Will, Ava, Barbara, Ellen

- CPI (consumer price index) proposal from working group on compensation – Chad
 - Barbara here as well to discuss
 - Last May Barbara sent a memo to campus to announce to use the opportunities to examine our compensation and job classification practices. Come up with recommendations to take effect by 2010-2011.
 - Objectives of group were discussed. Committee members were discussed. They have been meeting since September.
 - CPI is based upon cost of goods regardless of job classification.
 - In 2006 Celeste started incorporating a sliver of CPI in salary increases
 - Working group out of compensation committee
 - Addresses fairness and equity
 - Compensation pool should not exceed tuition increase
 - Proposal (Chad)
 - Considered climate surveys by staff council (2003,2006). It came up that staff didn't feel rewarded for good performance.
 - Link quality of work to merit of pay
 - Difficult to do if there is no money
 - CPI has taken up entire pool for the last few years
 - No advancement through career path unless someone else chooses to leave
 - There are grade changes available
 - Working group that looks at classifications and grade changes. This committee gets frustrated by using this way to give someone a raise. It is intended to grade the position, not the person.
 - How would we link quality of work to pay?
 - We have to find room to do it (currently very minimal after CPI).
 - Get more money in salary pool
 - This is unlikely to happen, and it consists of A LOT of money.
 - Slice things that we currently have differently. Still providing a sustainable wage.
 - Approx numbers (currently):
 - Currently 40,000,000 spent on salaries every year (everyone)
 - 4.25% for increases
 - 1,700,000 in increases
 - CPI- 4% (1,600,000 was used for CPI)

- 94% of raises were for CPI, and only 6% for merit
- 20k gets \$800, 50k gets \$2000, 100k gets \$4000 (in CPI raises)
 - This isn't fair, it shouldn't cost someone who makes 100k a lot more to live than someone who makes 20k, the CPI should be the same.
 - If you look at these over time- the people who make more money, increase much faster than others. It widens the gap between the highest paid employees and the lowest
 - It shouldn't be done by a percentage of employees salary
 - This current system is not a comfortable fall back point. (not all on the working group feel this way).
- CPE= basic cost of living
 - The dollar amount should be the same for everyone.
 - What would happen if we used a static number instead of a percent.
 - Looking at minimum wage of CC, using 4% CPI for everyone
 - 20k gets \$800, and so does everyone else
 - 40,000,000 salaries
 - 1,700,000 available for increases
 - 520,000 used for CPI (44%)
 - 1,180,000 (56%) would be available for merit
 - This may not be the only way to calculate it, it was just the start of the conversation.
 - It allows flexibility in tight budget years
 - It allows more room for merit
 - It takes care of lowest paid employees and makes things more fair for long term increases.
 - If we use the rest of this for merit
 - If someone is unfair and increases merit pay for highest paid already (100k getting \$4000 example)— this is already happening, so it wouldn't change much.
 - We wouldn't have to worry about lowest paying person making more than middle person in the future unless CPI is higher than 10%
 - If CPI is negative, it gives the college a chance to adjust pay as needed and look at salary management.
 - Call this "Cost of Basic Goods and Services"
 - Faculty
 - Splitting their CPI into two categories (to be supportive of staff as well- equality with all employees)
 - Faculty are not willing to split CPI and merit raises

- They do not want to see staff go this way- because administration will not pay the merit
- Questions
 - Randy: So we just want a static amount across the board, not to change what percentages faculty vs staff actually get?
 - Yes, we just want to give faculty the same amount for cost of basic good.
 - We shouldn't change one without changing the others
 - Was there any support on the floor from faculty?
 - No, other than Dan
 - Does CC have a policy about the highest pay versus lowest pay?
 - No, but the committee is looking at other avenues as well
 - Who is ultimate decision maker in the remaining money?
 - It hasn't been discussed much yet
 - Faculty brought up this as well as a concern and they were correct in discussing this
 - The increase overall rate will stay the same. It will not increase if CPI increases (currently, but this could change in the future)
 - We applaud them for the work, the numbers are upsetting
 - How would merit be decided?
 - How would we keep it consistent?
 - If it was changed this year, we would have to give the merit across the board this year, and phase in how to identify "merit."
 - Philosophically- this form of thinking makes sense to the council. We understand that all of the details are not solidified yet.
 - Frustrations from faculty are that all the details are not complete yet.
 - Should we do merit bonuses instead of raises? Why should we continue to be praised for our good work this year several years down the road?
 - How do we keep appraisals consistent between departments?
- Events coordinator – we need a volunteer
 - Joseph is doing it temporarily- but is not as interested in doing it.
 - You will get a lot of help, you won't be alone. You don't have to run every event, just coordinate.
 - Someone should contact this week to volunteer
- Hot topics – suggestions of what the topic should be
 - Gaylord was the right size last year
 - Bemis was a big meeting last year to discuss the budget
 - Lunch hour is the best time to coordinate this (11:45-1pm)
 - Topics
 - Bookstore (currently being discussed by a Bookstore committee, but decision will be made by Dec 9th- so this could not be a good topic for later in Dec)
 - Rastall Renovations

- Chad's proposal on CPI
 - Should we change the times to include faculty?
 - The first meeting should be at staff's convenience
 - Armstrong or Packard at lunchtime Dec 15th
 - Word of mouth, digest, flash
 - Document on Staff council website
 - Tape it to show to people who couldn't come
 - Make it clear that we aren't endorsing it, we are just promoting open conversation about it.
- Does Staff Council have a stance on CC having PT employees (no benefits)
 - Do we have an official stance?
 - There are many people on our campus who are part time and are happy with their position and no benefits.
 - This conversation stems from Homecoming discussion- The college shouldn't be in a habit of hiring PT employees to avoid paying benefits to full time employees.
 - As a council- we do not feel the college does this as a hiring practice. We have part time where needed- but not to avoid benefits.
 - The college couldn't really afford it right now
 - It should be monitored that many PT could be turned into a full time position.
 - Some temporary/on-call positions are monitored to be under 1000 hours
- Any movement on the consensual policy
 - Received a response from Chris Melcher
 - Chris reviewing and following other chains through block 4 and 5
 - Will come back to WCC and Staff Council in block 6
 - Many more people will need to review before we can move forward
 - Terri will follow up in block 5 to discuss the status
 - Does this process mean we are bypassing the input from staff?
 - Barbara agrees that it is premature to share with senior staff to make official- we should talk to more staff first.
 - Terri will talk to Chris again
- Update on BOT Budget/Finance meeting
 - Will Wise and Ava Shawkins present to give updates
 - Discussing how to balance budget and keep enrollment the same
 - Possibility of student activity fee, parking (currently as auxiliary) being reviewed too (operating budget vs auxiliary),
 - Top priority is to maintain quality of educational program
 - Looking at what other private liberal arts institutions are doing
 - Stephanie- when looking at student activity costs- what would that go for? Looking at different student events (homecoming, bands, dances, etc). Things discussed: pay up front, or pay at events. Some students who can't afford are not able to pay at events. Student activity up-front fee would have students pay ahead of time and more may have access to events.

- Administering overhead was a big conversation and could be a big challenge as well.
- If you have feedback or ideas give it to Ava or Will to take to their meetings on Wednesday.
- It was noted that many employees find it difficult to pay for parking (non-exempt employees especially)
- BOT exploring debt repayment plans
- The budget was approved
- “Underwater endowments”- they passed a resolution in Colorado that the college will contact donors and determine plan of action for donation.
- Faculty wrote a letter that they don’t want any more cuts from academics.
- Cuts would most likely come out of administrative side