

Staff Council meeting minutes
October 10, 2017

W. Downs gave updates

1.25% pay increase – non-exempt October 21 – November 10 pay period and exempt is November 1 – December 1 pay period

Health care plan approval will go to the board of trustees on October 19th. General session about health care plan are being offered by Candi

HSA authority group will be on campus to answer questions about the health savings plan

AON will also be on campus for one on one sessions about the high deductible health plan option

The health care changes will be coming out in global soon. Open enrollment is October 23 – November 22. If no changes are being made then nothing will need to be done. Flex spending must be filled out.

Leadership training started this month. There were enough applicants for 2 more cohorts. Current cohort will continue until February with new cohorts beginning in January.

HR has had a request for a Customer Service 2 program. This will not be rolled out to the entire campus at this time. HR will be presenting the training to those that request it at this time.

B. Phillips said a concerned staff member asked about the process for deciding the pay increase amount. The percentage seemed low with a year of record enrollment. W. Downs noted that he was not involved in the process but did also mention that target salary adjustments will also be given to those qualified.

B. Phillips introduced Alisha Moorhead as a new Council representative. She is replacing Matt Jenkins who submitted his resignation due to additional work load.

B Phillips congratulated all staff that will be recognized for years of service at the Service Award Banquet on Thursday.

Quorum was not met so the September minutes were not presented for approval.

Treasurer's report was presented.

Executive Committee report

Murder Mystery Cancellation – some negative feedback was received from Greek organizations about the murder mystery so it was decided to cancel the event and come up with a new fundraiser for the United Way.

New fundraiser November 28th – A few ideas are being looked into for a replacement fundraiser. We are considering a canvas painting or string art event. Any other ideas are welcome.

Presidential Search/Q&A sessions – Staff are encouraged to attend the open sessions for the presidential candidates. Airport interviews were held and an announcement on finalists and dates should be coming out soon.

Volunteers for Sub-Committee for OIT change review – a few months ago, Lisa Spence presented some OIT changes that will be implemented and members of a sub-committee are being sought. M. Collins, R. Beecroft, A. Moorhead, B. Overpeck and E. Chaqra volunteered to serve on this sub-committee. B. Phillips will schedule a meeting in the next few weeks.

HR Executive Director Search – Search committee is in place to fill the vacancy due to W. Downs retirement. The search committee hopes to have a replacement on campus by March with on campus interviews taking place in January. Andy Morgan is leading the search committee.

Committee Reports

Employee relations – Presented a Rec Center 360 project to the Executive Committee that will be shared with Council. C. Clark and the student media group are working on a marketing release for this project.

The committee has decided to send welcome cards to new employees instead of trying to purchase gift items. It was mentioned that additional license plates covers were purchased for the committee to use as gift ideas for new employees.

Public Relations –

Homecoming Spirit Week

- Remember to share flyer and encourage participation.

Homecoming Parade

- Need candy donations.
- No free game tickets this year
- Tram Decorating on Friday, October 20th from 3:00 – 4:30pm in facilities garage directly east of the Recycle Center. Tram decorating is in the theme of M*A*S*H. Anyone wanting to help with decorating is welcome & any decoration donations contact Pam Malone
- Parade is Saturday, October 21st with gathering at the float between 8 – 8:30am. Our parade number & meeting location will be sent out the week of Homecoming. All are encouraged to join us for a traditional event!

Harvest Party

- Total of 12 games provided by Staff Council and HMSU.
- Trick or Treating times 6:45 & 7pm through the commons.
- Coloring room will now include a seasonal craft project.
- Sparkettes will be in attendance
- We encourage Staff Council representatives to join the event. Contact A. Brickey if you would like to help.

Staff Benefits – The committee is working on the incentives link on HR website to make sure they are current. If anyone knows of any new places we could contact or if you know anything that has changed, please let the committee know.

W. Downs gave an update on the wellness screenings but will not have any concrete data until the screenings are complete and the information from personal doctors have come through. He also mentioned that the Wellness Coordinator position that has been vacant does still exist, but will not be replaced until a new Executive Director of HR has been hired.