

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
STAFF SENATE
Room 1810 Litton Reaves
Minutes of the regular meeting
Thursday , June 19, 1997

Senators Present: Spencer Allen, Mary Conrad, JoAnn Craven, Barbara Day, Wanda Grubb, Delbert Jones, Nancy Phillips, Wyatt Sasser, Widget Shannon, Joy Thorn.

Excused: Marge Dellers, Valerie Myers, Janet Wimmer, Jon Wooge, Virginia Viers, Terry Lawrence, Cindy Harrison.

Alternates and Visitors: Netta Smith for Tom Hergert, Karen Frazier, Judy Fielder.

Spencer Allen called the meeting to order at 5:40 PM

Approval of Minutes: Postponed due to lack of a quorum. One correction: Karen Guynn's name needs to be added as the second nominee for the parking and transportation committee.

Announcements: Spencer Allen asked for someone to take his place at the project committee for strategic budgeting and planning next Thursday at 3PM-5PM. Delbert Jones volunteered.

After 17.5 years, Widget Shannon is leaving the graduate school and will now work for AIS.

Delbert Jones announced the new VGEA newsletter has arrived and it contains proposals for changes in the personnel policies pertaining to salary and compensation/rewards for extra effort. Input can be given to him or Cindy Harrison. There are five proposals on next year's agenda, which affect all state workers:

1. Competitive compensation to replace the current system and includes performance based bonuses and salaries competitive with the private sector.
2. Simplification of performance evaluations to a pass/fail system.
3. Long term disability protection and improved health care.
4. Part time employment benefits for permanent part time employees to include retroactive part time service.
5. Additional 3 days annual leave after 15 years service, with a maximum of 24 days annual leave after 20 years of service.

There was considerable discussion of the proposals and general discontent with the current reward and promotion system expressed.

Spencer Allen thanked all senators and alternates who served this past year.

An ad-hoc committee with Delbert Jones as chair will study the possibility of establishing a standing legislative committee of the senate to interface with the legislature. Widget Shannon volunteered to serve on this committee and any interested staff member is invited to participate in this committee.

A question about lag pay: Will the earned benefits also lag by one week? The answer was yes but would affect only new employees or those with little or no leave accrued.

No official business was conducted due to lack of a quorum.

The meeting adjourned at 6:20 PM

Respectfully submitted,

Marjorie W Dellers, Secretary
Krissie Thrasher, Recorder