

STAFF SENATE Minutes  
2420 North End Center  
December 19, 2013  
Noon – 1:00 pm

**Attending:** Bonnie Alberts, Susan Archer, Dan Cook, Lori Greiner, Velva Groover, Valerie Henderson, Cathy Hill, Robena Hughes, Hal Irvin, Heather Patel, Donna Raines, Ashley Roberts, Wyatt Sasser, Becky Saylor, Robert Sebek, Louellen Sharp, Amy Splitt, Judy Taylor, Sue Teel, Leslie Thornton-O'Brien, Tom Tucker, Sally Wieringa, Ken Wieringo, Jon Wooge

**Excused:** Judy Alford, Ashley Folcik, Amanda Grose, Dennis Herron, Alex Parrish, Llyn Sharp, Amy Tanner,

**Guest:** Caitlyn Pin, Lindsey Gleason, Jennifer Hundley, Steve Myers, Sherwood Wilson

**Opening:** Adoption of Agenda as amended. All minutes have been sent out electronically. Will be approved in January.

**Announcements:** **Please send Leslie Thornton-O'Brien (lthornto@vt.edu) a note if you will not be in attendance at the Staff Senate meeting so that she may mark you excused.**

**Announcements:**

**Staff Senate Standing Committees - Updates**

**Policies and Issues** – Anna Hawthorne Haven't met

**Communications Committee** – Robert Sebek *Everything's good*

**Elections and Nominations Committee** – Jon Wooge *Nothing happening yet, touching base with everyone; touching base with VT daily email about elections and candidates*

**McComas Leadership Seminar Planning Committee** – Dennis Herron & Sally Wieringa *Still waiting on date before they can move forward; have emailed Kim O'Rourke*

**(All Senators are expected to sign up for one standing committee, per Staff Senate by-laws.)**

**General Information:**

Tom Tucker – VGEA – assigned to Legislative committee and Scholarship committee; looking into a pay performance system; opposed any action in decreasing take home salary; gov made a goal to bring VRS to catch up funding to 100%; coming back to leave reform; life insurance issues for older retiree's, looking on putting a floor on the life insurance reduction; credit for years of service (\$4 per year) Bill to up it to \$5 per year of service ; Feb. 17<sup>th</sup> is legislative day – come one come all!

**Program – Sherwood Wilson, Vice President for Administration**

- This is the first time he's ever been to staff senate
- Happy to come anytime that we would like to discuss something
- Outsourcing:
  - Depends on who you talk to on whether it is a good or bad thing
  - Situational
  - When it makes sense from a business perspective, we should look at the options
    - Having said that, one of the things VT values the most is the employee's
    - So anytime we consider outsourcing, what are the outcomes for the employees whose jobs are considering being outsourced
    - Philosophically as an institution, we as an institution, have an obligation to operate as efficiently as possible
    - We went through a new business process a few years ago
      - Renovations department – outsourced – first time that it was outsourced, largest ever outsourcing, but it was a good financial decision for the university
    - Thing we have to ask is what is the right thing to do. The policy is black and white, but we always look at whether or not we are being fair as an employer.
    - In the renovations area, we worked with HR, and all kinds of people across campus, and only 2 out of the 14 people in that area had to be offered a severance package.
  - Everything that has been outsourced:
    - Renovations
    - Housekeeping (Budd Group – the second and third shift) Done deliberately. NO custodians lost their jobs.
    - Security officers within the police department (all are wage, no benefits) Vendor provided service cheaper than we could
    - Fleet services – Stopped maintain vehicles in the shop, total auxiliary – couldn't be competitive with the outside, cheaper at Jiffy Lube

- Capital Construction - Project managers – always soft money, NO capital money in current budget from Governor, we don't have work for them, will probably give these jobs to vendors in the future
  - Regional 911 center – rapidly coming to fruition. Now they pick up the phone and call the VT police. The new 911 center will have e911 will know where you are and dispatch VT police and emergency services. All 10 dispatchers at VT will be offered a job at the Regional Center, but we will keep 5 here on campus for non-emergency calls. Not technically outsourcing.
- Plans to outsource other jobs?
  - No plans, but if it makes good business sense to the university, it could come into fruition
  - FIRST THOUGHT will be how it effects employee's on the job
- CVC campaign
  - Exceeded goal by \$11,000
  - Terrific news
  - CVC is something that Sherwood feels strongly about
- Governor's budget out
  - No capital projects
  - \$13million in maintenance reserve (most ever)
  - No help in new buildings
  - Proposing a 3% bonus next year instead of a base increase
  - Higher Education treated well
  - Hal Irvin –
    - Massive in band adjustment for all staff and the University was told not to ever do it again
- Questions?
  - Where is regional 911 center located?
    - Renovated courthouse in Christiansburg
    - Managed by authority
    - Legal entity
    - Owned by VT, Montgomery County, Blacksburg, and Christiansburg
      - Each member has a voting member on board
      - External member appointed by board
    - Funded by 25% of each of entities
    - Once they are operational, it will be funded by operations
  - When is the implementation date?
    - Hope for first quarter of 2015
  - Funding from different entities, then based on usage, will there be a rolling, changing funding?
    - Yes
  - Security officers – is that VT police?
    - NO. They are not the same, they report to the VT Police, but they are not sworn officers, do not carry guns.
  - Regarding Budd Group, was there any consideration given to Budd Group and what criteria are you using to determine effectiveness?
    - All proposers carefully calculated and VA firms were given the chance
    - In terms of evaluation, it's essentially the same as for our own custodians. There is a list of specific functions they perform and we have people inspect that and they are holding them accountable.
  - What is the process for addressing issues with the Budd Group?
    - Report it to Wyatt Sasser because they are an extension of Housekeeping.
  - How often do we reevaluate the companies?
    - 5 year contract
    - Renewed annually
  - Rumor on thefts in library by Budd Group
    - Was a Budd Group employee that was working with a person in NC, they have the person on video and both parties have been arrested at this point and with few exceptions were a direct result of that individual.
    - They did go through the same background checks as we would have done for our own employee's.
  - All departments had to come up with a percentage to cut, true or false?
    - True, but no cuts.
  - Can incoming governor have something to do with outgoing governor's budget?
    - Yes.
  - Bookkeepers are detail oriented, you segued into facility service billings, they give an estimate, go over estimate, and person has to put in change order and person doesn't know exactly what they are

**paying for because estimate is one sentence and they get billed in dribbles and drabs and I find it frustrating that facilities services are not held to the same accountability as an outside vendors**

- **Unless you're in an auxiliary department, you shouldn't be charged for it**
- **Research buildings have to pay for all their own stuff like an auxiliary buildings**
  - **Different now because all maintenance go through the renovation billing**

**University Council, Commission, Committee Reports:**

**Next meeting:**

January 16, 2014

Speaker: Jason Soileau, Assistant Vice President, Office of University Planning

Master Plan Updates

Location: 117A Randolph

Respectfully submitted,  
Leslie Thornton-O'Brien  
Senate Secretary

## **Library Committee minutes**

Minutes of Dec. 2, 2013 meeting, 2:00PM

Present: John Fike, Dean Tyler Walters, Alan Wang, Louellen Sharp, Godmar Back, Gail McMillan, and Roberto Leon. Valija Rose was unavailable due to continued Polycomm unavailability.

The meeting began with a discussion of timing the ULC's efforts to create the greatest audience for (and understanding of) UL needs among the university community and commissions. "Sooner rather than later" was the consensus view for getting letters out to commissions to press this issue.

Dean Walters then provided a presentation of library use statistics over time. That slide set has been made available to the ULC.