

Staff Senate minutes: July 17, 2014

Noon – 1:00pm, 2420 North End Center

Attending: Bonnie Alberts, Judy Alford, Dan Cook, Velva Groover, Amanda Grose, Bhadra Gunesequera, Valerie Henderson, Maxine Lyons, Ron Mecham, Janet Murphy, Alex Parrish, Katie Reaves, Ashley Roberts, Tal Roberts, Wyatt Sasser, Becky Saylor, Robert Sebek, Llyn Sharp, Judy Taylor, Sue Teel, Leslie Thornton-O'Brien, Tami Watson, Sally Wieringa, Ken Wieringo, Jon Wooge

Excused: Blair Allen, Cindy Booth, Lori Greiner, Anna Hawthorne, Cathy Hill, Robena Hughes, Judy Jones, Donna Raines, Louellen Sharp, Tom Tucker, Christine Watkinson

Guests: Hal Irving (Associate Vice President for Human Resources), Sherwood Wilson (Vice President for Administration), Yohna Chambers (Assistant Vice President of HR Operations), Kirk Wehner (Director of Compensation and Performance Management)

Opening: The agenda was adopted and the minutes of the last meeting sent out the same day. If no corrections are received, they will be considered approved.

Staff Senate standing committees: New senators are reminded to sign up for one of our four standing committees (Communications, Policies and Issues, Elections, and McComas Leadership Seminar). We are seeking a new chair for the Communication Committee to replace Robert Sebek.

Senate business: A series of events are being planned for President Sands October 16-18. Senate President Cook requested interested senators volunteer to assist with some events. Vice President Parrish will head up these efforts. Some suggestions for participation were a video blog highlighting staff members and what they do and listing unique things staff work on around campus.

Please send corrections to the Staff Senate roster or the staff associations list to Robert Sebek.

Program: Hal Irving and his staff presented on the upcoming merit raises for faculty and university staff:

- Merit raises based on performance evaluations for eligible faculty and university staff
 - University staff are those hired July 1, 2006 or later (or who have converted since then)
 - 1700 university staff currently
 - 1600 classified staff
 - 32 people have already converted
 - Usually open for conversions each January-March
 - University does not have authority to provide merit raises to classified staff under the Higher Education Restructuring Act (that does give authority for university staff)
 - [Web page on HR site](#) giving info on conversion process
 - Classified staff in pay bands 5 and higher [must convert to AP faculty](#)
 - Current 200 staff in pay band 5 and above who can convert to AP faculty
 - Fill out [online form to convert](#)
 - Raises should be based on performance evaluation
 - Not everyone will get 2.25%
 - Unacceptable performance gets no increase
 - Developing and above evaluations get an increase
 - Available funds is 2.25% of salaries of all eligible employees
 - Developing StaffSal portal to mirror FacSal; memo out by September 8, 2014

- All potential raises are funded, regardless of budget line (208, 229, soft money, auxiliary)
- Raises show up in December 16, 2014 pay check
- University wants to stay competitive in the job market
- Few changes for employees converting to university staff
 - Stay in VRS
 - Same insurance
 - Same worker compensation
 - Same grievance procedure
 - Better protection for university staff for layoff/recall process
 - Can be placed in multiple roles where classified staff can be placed only in same role
 - Restricted university staff (soft money) have some differences
 - No severance pay
 - Layoff protection remains same for earlier grandfathered employees
 - Converttees will go on VSDP instead of old leave plan
 - Traditional sick leave balance is banked and frozen; paid out at 25% up to \$5000 at time of separation (retirement)
 - AP converttees can choose VSDP or faculty sick leave plan
 - Leave accrual rate stays same based on years of service
 - No current plans to change leave (but university has power to change leave plans for university staff in future)
- Raises will be reviews after senior management submit their budgets and percentage increases
 - Reviewed in Budget office and HR
 - HR wanted to set percentages for each performance level, but push back means senior management will make those decisions
- If state sets raises in future years, both classified and university staff will receive them

Next meeting: August 21, 2014, Noon, 2420 North End Center. Speaker: Steven Glosch, Assistant Director, University Bookstore

Respectfully submitted,

Robert Sebek
Staff Senate Secretary