

**Staff Council  
Meeting Minutes  
October 12, 2005 2:30-4:30  
102 Conference Room (CDD)**

**Present:** Chris Anderson, Chris Annicella, Lori Bassler, David Bergeon, Ella Born, Kim Chamberlin, Lori Cranston, Nancy Davin, Nancy Fick, John Forys, Mary Heath, Lisa James, David Johnson, Kristy Johnson, Hazel Kerr, Kathy Klein, Deb Kohler, Mary Lee Neuberger, Sara Nichols, Janette Pettus, Deb Pfab, Cheryl Reardon, Sandra Reed, Kathleen Renquist, Helen Rittenmeyer, Keri Semrau, Julie Sexton, Sheri Sojka, Barb Spence, Sarah Tallman, Jeff Wasson, Rhonda Weaver, Michelle Wichman, Michelle Wiegand, Kathryn Wynes, Al Young

**Absent:** Nadira Ahmed, Linda Bergquist, Janet Duncan, David Fitzgerald, Jo Ann Franklin, Julie Gilmore, Mary Greer, David Martin, Yiannis Pangelis, Heather Schnoebelen, Anne Sopher, Rebecca Stamy, Duncan Stewart, Rachelle Stewart, Jan Waterhouse

**Administrative Liaisons:** Sue Buckley, Associate Vice President and Director of Human Resources; Kevin Ward, Senior Associate Director of Human Resources

**Guests:** Dan Ceynar, Engineering Staff Council

**The meeting was called to order at 2:35.**

**1. Review/Approval of Minutes:**

- a. Staff Council Meeting Minutes, September 14, 2005 were reviewed and approved as written.
- b. Executive Committee Meeting Minutes, September 26, 2005 were reviewed with no comment.
- c. Executive Committee Meeting with President Skorton, September 27, 2005. Minutes were reviewed with no comment.
- d. Executive Committee Meeting with Provost Hogan, September 28, 2005. Minutes were reviewed with no comment.

**2. Comments, Sue Buckley:**

- a. **The Board of Regents will meet November 2-3 at the University of Iowa.** The Human Resources committee will not meet at this meeting. Staff Council members are encouraged to attend the meeting. The BOR will meet for a half-day on December 6 to discuss tuition. Annual benefits, retirement, salary and merit system reports will be submitted and reviewed at the February meeting.

- b. The Family Care Giving Leave Accrual Policy was approved by the BOR at the September meeting. An email will be sent to all staff affected with this change.
- c. A campus-wide committee addressing the issue of quality and intent of performance appraisals is being created. This committee will review policy, make certain the evaluation tools are in alignment with the policy and examine communication with staff.

### **3. Staff Council Business:**

- a. **Salary Increase:** The focus of this meeting was staff salary increases for next year and future years. The goal is to formulate a proposal addressing salary increases for non-bargaining P & S staff. It is important that this proposal maintains flexibility (equity, compression, market adjustment and employee performance). Application of a salary policy must be consistent across the campus.
- b. Ideas discussed included:
  - Same percentage to all staff.
  - Higher percentage for lower salary ranges and lower percentage to higher salary ranges.
  - Cost of living increase to all staff plus performance increases as appropriate.
  - Dollar amounts rather than a percentage increase.
- c. Principles/values to support a salary increase proposal should include comparison with the top one-third of our peer institutions, cost of living allowance (COLA), comparison with unionized colleagues, and performance.
- d. After an in-depth discussion Staff Council voted 31 to 2 in favor of asking for a 5.5 % salary increase. There were 4 abstentions. Michelle will write a letter outlining the proposal which will be distributed to Staff Council members.
- e. The salary increase proposal will be discussed at the Executive Committee meeting with President Skorton on October 26.

**The meeting was adjourned at 4:30.**

Respectfully submitted by  
Mary Lee Neuberger, Secretary