

Staff Senate Recommendation to the VP of Administration & Finance

Originating Body:	HR Committee	Originator:	Donna Carey Melinda Taylor
Date Submitted:	11/9/2017	Requested Effective Date:	Immediate

Recommendations:

1. Amend equity increase process to include Non-Exempt Staff Not Subject to Collective Bargaining (NSTCB) in the consideration of salary increases through the use of equity funds, beginning with the 2018 fiscal year.
2. Amend the equity increase notification process to Budget Administrators, Deans, VPs, etc. to include Non-Exempts (NSTCB).

Attached: Excerpts from November 10, 2016 Staff Senate meeting with President Janet Dudley-Eshbach, Staff Senate Chair's Recap; excerpt from May 10, 2017 Town Hall meeting, Staff Senate Chair's Recap; and excerpt from the June 15, 2017 Staff Senate Meeting Chair's Recap.

Date Approved by the Staff Senate:


11/9/17

Chair, Staff Senate Date

Action Taken by VP of Administration & Finance

Recommendation Accepted Recommendation Not Accepted
 Recommendation returned to the Originating Body for further review (see attached)

Disposition for Approved Recommendation

<input type="checkbox"/> President	<input type="checkbox"/> VP Student Affairs
<input type="checkbox"/> Staff Senate Chair	<input type="checkbox"/> VP Admin & Finance
<input type="checkbox"/> Consortium Chair	<input type="checkbox"/> School Deans
<input type="checkbox"/> Webmaster	<input type="checkbox"/> AVP Institutional Equity

November 10, 2016 Staff Senate Meeting with President Excerpt:

Senator Melinda Taylor asked President Janet Dudley-Eshbach if remaining pool of funds may be considered for staff equity increases. The response was “Yes”.

May 10, 2017 Town Hall Meeting Chairs Recap:

Karen Greer inquired about equity increases for Non-Exempt Staff NSTCB and Kim Meyer inquired about how to be included. Marvin Pyles responded that Non-Exempts NSTCB were not included in the consideration for equity increases. After the meeting, Marvin offered to assist staff senate with proposing this change.

June 15, 2017 Staff Senate Meeting Minutes:

Meeting Minutes

In attendance: Wayne Shelton, Paul Gasior, Melinda Taylor, Kim Meyer, Teri Herberger, Donna Carey, Stefanie Hurst, John Hickman, Lisa Gray and Matt Hill.

Guests: Kevin Vedder, Associate Vice President for Human Resources

- I. Reports
 - a. Human Resources
 - i. FLSA – implantation on hold due to court case which is stalled.
 - ii. Equity for non-exempt, not covered by collective bargaining – this group has not been considered in the past for the equity pool.

June 15, 2017 Staff Senate Meeting Chairs Recap:

Senator Paul Gasior addressed issue of compression directing example of Exec Admin in a unit with a salary much lower than Admin Assistants within the unit to Kevin Vedder. Mr. Vedder agreed that this example of compression is something that should be reviewed. Allowing Supervisors to include Non-Exempts NSTCB in equity increases could alleviate many compression issues.

Motion: Include Non-Exempt Staff Not Subject to Collective Bargaining in the Equity Increase eligibility pool. Include Non-Exempts Not Subject to Collective Bargaining in the Equity Increase eligibility notification process to supervisors. Motion passes.