January 11, 2006


Not Present with Notice: Vince Nicosia, Sharon Sobotta, Kami Gray

The meeting was called to order at 1:05 p.m.

Approval of Minutes: A motion to approve the December minutes was made by Marcy Bowie and seconded by Cyndie Paul, and passed. The minutes will be sent to Micheline to post on our website, and will also be posted in Roncalli.

Chair and Chair Elect Report: Thank you to Ed Biglin who was our guest speaker at the Open Forum today. He answered all our questions and explained the role of the Technology Committee and future technology issues the College will be addressing. Linda Wobbe will send a note of appreciation to Ed.

Thank you to Patty Bishop and Kathy Williams who attended our Executive Session meeting. They explained how the Staff Committee was first formed and how the Staff Council was established. They shared information on the many important events they have had and future planned events. We asked them to establish a more formal way to appoint new members to the Staff Committee.

Scott Kier and Linda Wobbe met with Pete Michell and Emily Elliott on January 6. They discussed the following items:

- Pilates. Scott and Linda thanked Pete and Emily for their support of our proposal, and let them know Debbie Deikman and Linda Rose were taking steps to make this happen.
- Benefits. Faculty have characterized the new benefits packages as an "emergency" or crisis. Main factors seem to be lack of consultation and higher price increase to cover families. Pete and Emily agreed that families are hit harder this year. Pete and Emily felt that covering employees of the College, without further increases to co-pays and deductibles should be the primary goal.
- Salaries. Linda Wobbe and Scott Kier were asked what our primary objectives were with regard to this year's salary pool. One thing they mentioned was an increase in the salary pool equal to that of the faculty. Pete agreed that this objective seems well-supported by the Budget Committee. Linda also mentioned that last-year's adjustments based on length of service and progress toward the midpoint was well-received, and continuing with something similar is supported by Staff Council. Pete and Emily seem to think that "bonuses" would meet the need of those who are arguing for merit pay. The Compensation and Benefits Committee should continue this discussion with Pete and Emily.
- Staff Departures. Announcements of new hires are being made through the new weekly online "Campus Bulletin"; however departure notices have not been made. Emily has
talked to Linda several times about this and says that "It is hard to do a notice when there are legal implication to what you say", and seems to feel sending notices for other people contrasts too noticeably with the less-happy occasions. Scott and Linda said that Staff Council stands by our recommendation, and Pete said that they would continue to work on implementing our recommendation.

- **HR Web Site.** Emily says the HR web site is in the midst of being redone, and she'll be making an announcement soon.
- **Classification Committee.** Linda suggested that it might be a good idea to have a review committee making decisions about grade placements. Emily said that she is working on a possible appeals process.
- **Staff Handbook.** Emily believes she will be ready for Staff Council review of this in February. Linda will invite her to our February Executive Session.
- **Trustees.** The Chair will make a report to the Board of Trustees meeting January 27.

**Treasurer's Report:** None

**Committee Reports:**

*By-Laws:* Nothing to report at this time. They will send out the revised By-Laws.

*Climate:* Leslie to call members to talk about April/May Forum. Scott to see if there is any need for us to help out with DeLaSalle week.

*Compensation and Benefits:* Sue Birkenseer met with the Emeriti Group and things seem to be proceeding in a logical fashion. The staff will probably have the Emeriti program.

Marty reported that he is currently working on comparative numbers from last year to this year regarding the cost of health insurance. He is still lacking a few pieces of information: Last year's HealthNet "employee +1, Kaiser " employee +1, and Kaiser "employee + 2 or more”. It was suggested that perhaps Ann Kelly has this data. This report will yield the cost differences.

Steve Cortright spoke to the Faculty Senate and reported that the institution was going away from supporting families with health insurance. They pay for employee benefits but not family. The Compensation and Benefits Committee needs to meet with Emily Elliott and Pete Michell.

*Staff Development:* The committee is working on arranging for a staff Pilates class. Debbie reported on some room issues and times that may work. She will meet with Bill Sullivan to resolve room issues. Once times and rooms are established, we will post the job opportunity with Tom Matteoli in Human Resources.

*Elections:* Nothing to report. Looking to start in March.

*Staff Activities:* We received a summary of all their events from 2003 to 2006. Thirty-five staff members attended the pre-party Basketball event against Oregon.
Budget Committee: Linda Wobbe had several discussions with Pamela Thomas regarding Budget meetings. They are establishing the salary pool.

New Business:

Sharon Sobatta can no longer be the Chair of the Elections Committee. Scott has volunteered for the position.

Marcy who is on the Elections Committee cannot count ballots if she is running. Linda Rose will count the ballots.

The meeting was adjourned at 1:50 p.m.

Submitted by Leslie Welty