

**Staff Council Minutes  
November 6, 2012**

Old Business

1. Campus Committee reports (Budget Committee, others), 10 minutes
  - a. *Staff Council is invited to bring up recommended changes and feedback to the Budget Committee*
  - b. *Joseph moved that we call a special meeting to discuss the budget proposals more outside of this meeting, Brenda seconded, vote was unanimous*
2. Subcommittee reports, 20 minutes
  - a. Campus Climate Survey (Bethany, Weston, Kathy, Nancy)
    - i. *It's been recommended that Staff Council do a separate survey to*
  - b. Staff Amenities Brochure (Nancy, Mark, Lisa Brommer)
    - i. *Mark reported that they had met. They want to verify that this is intended to be an ongoing staff council project. Are we willing to keep it up indefinitely?*
    - ii. *Lisa reported that HR had decided to limit the advertised benefits to those within the CC community so that we can manage it better (community discounts could be forgotten, expire, etc and we wouldn't know)*
    - iii. *HR cannot devote the staff time or resources to making the document current*
    - iv. *Mark offered to coordinate the first year by collecting information and formatting the brochure, and he wanted to move that it be an annual project that is continued with a specifically appointed person within Staff Council. Unanimously approved.*
  - c. Compensation (Joseph, Brenda, Marj Webster)
    - i. *No new news*
    - ii. *The chair of the Compensation Committee made a proposal to the Budget Committee and it was well received.*
  - d. Staff Advocacy/Arbitration (Mark, Nancy, Stormy, Jessica, Lisa Brommer)
    - i. *Nothing new – they've had an email meeting and are getting ready to meet in person to lay plans.*
  - e. Children's Center and Parking Fees (Jayne, Jessica, Annette)
    - i. *Parking Fees:*

**Parking Fees for Staff:**

Annual Salary <\$25,000 - \$150/school year

Annual Salary >\$25,000 <\$50,000 - \$225/school year

Annual Salary >\$50,000 - \$300/school year

There are 455 benefit eligible staff. Of the 455,

12.5% fall into the <\$25,000 range

54.1% fall into the >\$25,00 <\$50,000 range

33.4% fall into the >\$50,000 range

(These percentages represent the total # of employees who are eligible for parking, not the current count of staff who actually pay for parking)

City garages in Colorado Springs charge \$60/month for parking and \$80/mo for reserved parking.

- ii. *They met with Barbara to better understand the fee scale that is already in place for both child care and parking.*
- iii. *How would we like to proceed with the information gained?*
- iv. *It has been heard that there are people who are parking in the college lots, getting tickets, not paying them, and not getting any consequences.*
- v. *Potentially could there be a change to say that you pay a percentage of your salary, rather than sliding scale?*
- vi. *We can further discuss the issues of (a) buying a parking pass but not finding a place to park, (b) discount for carpooling*
- vii. *Children's Center fees:*

A tuition discount program is available for full time Colorado College employees and students. The salary ranges to qualify for a discount are:  
 Household Income \$0.00 - \$38,000 = 20% discount  
 Household Income \$38,001 - \$58,000 = 15% discount

Only 2 out of 64 employees are able to take advantage of these discounts.

- f. Listserv for Liberal Arts Staff Councils (Joseph, Weston, Jayne)
- 3. Strategic Planning update from Weston (Steering Committee member), 5 minutes
  - a. Strategic Planning meetings – look [here](#) for more info
    - i. *The operative question of these is not to ask what we should get rid of at CC.*
  - b. Half Block retreat (hockey tickets as incentive to come?) *January 17<sup>th</sup> (committee meetings) and 18<sup>th</sup> (full day long community retreat involving workshopping and fun community building)*
  - c. *Jermyn shared that one active initiative that has risen to the top is the all-campus committees, and how people are elected or chosen.*
    - i. *Staff Council should share with Jermyn thoughts on how membership of Staff Council and Committees is determined and the timing at*
- 4. Getting staff engagement at the Half-Block community retreat, 5 minutes
  - a. *Encouragement from supervisors*
  - b. *Shutting down services*
  - c. *Small groups like fall conference... registration and selection into groups will work much the same way as fall conference*
- 5. Report on Staff Council lunches, 5 minutes
  - a. *Block 2 lunch had 6 participants*
  - b. *Discussion went to parking at one point. One participant's car has been dinged three times in Boettcher lot*
  - c. *People asked about new El Pomar fitness center and asked about a place to workout separate from students*
  - d. *Documentation of Resources on campus... people felt that we would benefit from a greater/more involved service directory.*
  - e. *More strategies for positively recognizing staff accomplishments and achievements*

#### New Business

- 1. Lisa Brommer, guest from HR, reporting on HR initiatives (including onboarding) and mission statement, 20 minutes
  - *See attached HR Update document*
  - *HR has conducted 11 supervisory goal setting sessions and 4 for non-supervisors*

- *There will be no mathematical component of the new evaluation form that will hopefully be unveiled later this week.*
  - *They will be redefining their talent acquisition procedures (selection and searches)*
  - *Onboarding will be launched in January.*
  - *In terms of salary adjustment, Jill and Jermyn have asked HR to do the research and let them know how much would be required to bring everyone to the correct salary. There is no magic number involved – Jermyn stressed that it'll take time to get everyone to where they should be.*
  - *Gayle Murphy-Geiss is the Title IX coordinator and Barbara is working with her.*
    - i. *There was a session during fall conference – has Staff Council heard any feedback from that?*
  - *Go to the new [website](#) for HR! Check out the FAQ!*
2. Vote for the Committee Liaison position, 5 minutes
    - *Annette will continue to serve as the Elections Officer*
    - *Kathy G will serve as the new Committee Liaison – unanimously approved!*
  3. Academic department staff who work in the summer apparently have to use department funds (rather than the staff salary pool) to pay for their hours. This is part of a broader problem where at least some departments must either expand staff hours or hire back positions lost in 2009 to handle workloads. Why must departments use their own funds for these summer or extended hours, and can we come up with a different solution? 10 minutes
    - *Larger departments had staffs cut, and now that staffs are being rebuilt, it's on the shoulders of the department to pay for their admin assistants. It was suggested that the department chairs should talk to their academic Dean to sort out the budget issues.*
    - *Stormy and Nancy will draft a sample letter to the Dean to be brought back to the next Staff Council meeting for feedback.*
  4. Feedback: Staff Council received three submissions on our anonymous feedback form asking us to address compression issues (see below). How should we respond? 5 minutes – *HR will have a statement to explain this more by the end of next week.*
    - *[10/11/2012] I think Staff council needs to find out where the progress is on the new HR band process and pay compression. It is my understanding that HR has stalled out on these issues and are not moving forward. I think it is in staffs best interest for staff council to investigate this. Now we have band what does that mean? How do we progress in our band? Where are the "levels" or steps in each band? What is the SMART goal for this process? Where is the transparency?*
    - *[10/12/2012] PLEASE work with HR to get the pay compression problem fixed. I don't know if anyone understands why we've been told that compression will take 3-5 years to fix. That's ridiculous. If the college really does want to maintain a professional and happy staff, employees ought to be paid according to their length of service. Professors would never stand for the lip service the staff has put up with over pay issues. This is an easy issue to fix . . . all HR has to do is look at the pay structure for other institutions or companies.*
    - *[10/25/2012] What happened to the idea of compression compensation to fix the wages of employees that have been here many years compared to newer employees that are now making close to the same wages?*
  5. *Joseph moved to propose a question and answer section of the Staff Council website – it was approved.*
  6. Vote to replace James Wagenschutz on the Children's Center Committee, 2.5 minutes

- *Need a non-exempt staff member who has a child.*
7. Staff Council lunches (who hosts the next one), 2.5 minutes
- *Andrew and Stormy will host - Lunch 12pm-1pm on Thursday, November 15th. RSVP to Stormy Burns or Andrew Watson to reserve your spot.*