

Civil Service Council Minutes – September 16, 2003

Members attending: Patti Bailey, Lori Creek, Cris Ealy, Paula Embry, Heidi Hawkins, Dave Howrey, Mike Hubbart, Jerilyn Hutson, and Katie Rice. **Others in attendance:** Vice President Nilsen and Charles Phillips. **Members absent:** Lisa Bowlin, Cheryl Clapp, Allen Clayton, Tami Duzan, Suzanne Mathews, and Janet Werden.

The August meeting was called to order by President Creek. The minutes were approved (Ealy/Hawkins) as posted.

Vice President Nilsen spoke to the Council on several bills that are still pending or have other considerations for EIU. The capital spending bill for Fine Arts was signed (almost to the penny what we asked for) but the Governor has not yet released the funds. This delay could be costing EIU as much as \$100,000.00 per month in increased costs, rental costs, and other expenses. There was an amendatory veto on the ethics bill which made it more favorable to EIU and the Board of Trustees here. The minimum wage bill was signed. This will affect the dollars available for student workers over the next few years. Other bills that passed were the “Truth in Tuition” bill and the “Closed Meeting” bill. EIU Day in Springfield will be on Feb 18. The IBHE will be on-campus September 30 to discuss the FY05 budget. There was some discussion of the steam plant/coal scrubber problem and the BOT meeting on September 15. Other topics discussed were NCA and the Presidential Search Committee.

Charles Phillips spoke about the pay raise for the upcoming year. It is retroactive to July 1 and will be a 2% across the board increase. He talked about the new performance appraisal tool that is being implemented. Using it this year will not have any effect on the pay raises since there was not money for merit pay. If merit pay dollars become available, then this tool would be used. Training is being held now. He said the University was trying to use position consolidation in place of layoffs to retain staff. There has been a new Benefits Advisor II hired.

Committee Reports:

Personnel/Grievance Vacant There is no news at this time on approval of the proposed procedure. President Creek is contacting Vice President Cooley for his input on it.

Legislative Cris Ealy There is no additional information to add to what we heard from Vice President Nilsen.

Environmental Health and Safety Heidi Hawkins Katie Rice has resigned as the Council representative and Heidi Hawkins will be replacing her on this committee.

Recycling Steve Lane Steve was not present.

Financial Report Paula Embry Our budget is the same as was previously reported since no expenses have been incurred.

In **Old Business**, there has been no word on the grievance procedure approval. The Constitution amendment committee is still waiting to complete the proposed amendment changes until we

hear about the grievance procedure approval. It was decided not to replace Kay Giberson on the Constitution amendment committee since she retired. The committee has completed all the work on the constitution and is waiting on approval of the personnel/grievance procedure to finalize the proposed changes. There will be an outing in the near future for all civil service non-negotiated employees. A committee (Ealy/Clayton/Embry/Phillips) was formed to make the arrangements and schedule the date. The fall council get together date and location will be announced at the next meeting. Plans have not been finalized at this time. Several council members have ordered shirts at their own expense. If anyone else plans to purchase a shirt, please contact the Shirt Factory.

In **New Business**, President Creek announced that there was not a general election held for Districts 1 and 3 since there were only enough petitions turned in to fill the available positions. There was a motion (Hawkins/Embry) to accept the petitions as the new Council members for the upcoming term. It was approved. All the currently serving members from Districts 1 and 3 had submitted petitions along with Tami Duzan in District 1, which has an added seat on the Council this year. Nominations will be gathered from the members for the Executive Committee. The election of officers will be held during the October meeting. There was a short presentation on "Eastern Cares" and the Council voted to support this program. The motion for this support was made by Rice/Bailey.

A motion was made to adjourn (Ealy/Hutson & Embry). It passed unanimously.

The next scheduled meeting of the Civil Service Council is scheduled for October 7 at 1:30 pm in the Paris Room of the University Union. All Civil Service, non-negotiated employees are welcome and are encouraged to attend.