

**Civil Service Council Minutes**  
**December 10, 2013**  
**Rathskeller Loft, University Union**  
**8:30 am**

Members Present:

Angie Campbell, Bryan Callaway, Rhonda Nichols, Donna Noffke, Laura Smith, Jerri Hinton, John Sigler, Gary Hanebrink, Anthony Redding, Kathy Edwards.

Member's Absent:

Dan Crews, Melissa Gordon, Michelle Morgan, Melissa Coleman.

Guests Present:

Dr. Richard Enyard, Director of Human Resources; Dr. William Weber, Vice President, Business Affairs; Julie Benedict, EAC Representative.

- I. Meeting was called to order at 8:30 am by President Campbell.
- II. November minutes were approved electronically on November 19, 2013.
- III. Treasurer Report: no update.
- IV. Old Business
  - A. Committees:
    - a. Personnel—Sick leave bank re-write almost finalized. Hopefully will have copy for council to review soon.
    - b. Public Relations – newsletter has been sent out through listserv and shared in the meeting. Discussed different ways to raise money for scholarship. Will meet to continue discussion.
  - B. Salary study has progressed. Results show that most Civil Service positions are below state averages. Dr. Enyard plans to meet with Dr. Weber and salary committee to further discuss.
  - C. Vacancies - just a reminder that there are still some vacancies on the committee so that if anyone knows someone that is interested, to encourage them to apply.
- V. New Business
  - A. Superior Performance Award – Received over 50 nominations. Most were different nominations than last year. The banquet is scheduled for April 3, 2014 in the grand ballroom. Suggestion was made that this banquet would be a good opportunity to recognize our Civil Service Scholarship recipient as well. Will check with Michelle Morgan to see if this is possible and discuss at next meeting.
  - B. HR Update – developing a recruitment video to attract job applicants to EIU for open vacancies.
  - C. Dr. Weber Update –
    - a. Continuing Ed fees - In the past, each VP area had to pay these fees while the faculty fees were just waived. Starting spring semester 2014, a three year pilot program will begin where all Continuing Ed fees for non-negotiated Civil Service employees will be waived.
    - b. CUPB –
      1. Program Analysis – All programs are accessible online. We have \$103 million projected for state funding and tuition with \$108-\$112 expenditures. CUPB will now need to go through all the data and determine how and what to change to save money and not

jeopardize our mission. Information will be communicated through the Program Analysis website and emails.

2. Pension – New bill was approved/passed that changed a lot with pension reform—email was sent out by President Perry that outlined the changes. The changes in the COLA or AAI are applicable to all employees and annuitants. If one retires on or after June 1, 2014 then the money purchase calculation will be significantly altered. Big concern is a large group deciding to retire before this date causing a shortage of employees. In turn, making it difficult to attract quality employees with these changes.

VI. Motion to Adjourn (Edwards/Noffke). The meeting was adjourned at 9:30 am.

Upcoming Meetings:

February 11 – Rathskeller Loft

March 11 – Rathskeller Loft

April 8 –Rathskeller Loft

All non-negotiated Civil Service employees are welcome and encouraged to attend.