

Civil Service Council Minutes
February 10, 2015
Rathskeller Loft, University Union
8:30 am

Members Present:

Angie Campbell, Rhonda Nichols, Cay Kolling, Bryan Callaway, Michelle Morgan, Jenny Stout, Jerri Hinton, John Sigler, Donna Noffke, Laura Smith.

Member's Absent:

Dan Crews, Melissa Coleman, Anthony Redding, Melissa Gordon.

Guests Present:

Richard Enyard, Director of Human Resources; Paul McCann, Interim Vice President of Business Affairs; Linda Holloway, Interim Director of Business Services.

- I. Meeting was called to order at 8:30 am by President Campbell.
- II. December and January minutes were approved electronically on January 21, 2015.
- III. Treasurer Report –
 - A. Scholarship balance is \$13, 831.24.
 - B. No word back on budget but Paul McCann said we do have a \$300 budget as promised.
- IV. Old Business
 - A. Election Committee – no update.
 - B. Personnel Committee – no update.
 - C. Public Relations – Dan was going to work on a flyer for civil service scholarship. John to check with him to see if it was completed.
 - D. Scholarship committee –
 - a. Michelle will check to see how many applicants and give us an update next meeting.
 - b. Rhonda will check newsletter to make sure it is still being advertised.
 - E. Presidential Search –Board met last week and has made a decision. They have started negotiations and have moved up March board meeting to March 2. Hope to make a formal announcement following this meeting.
- V. New business
 - A. Smoke Free Campus Law- A committee was establish as required by law last December. Eric Davidson, Associate Director of Health Education, is the head of the committee. The committee will formulate the policy. Thought is to allow smoking in closed automobiles only. All cigarette containers will be removed from campus as soon as policy goes into effect. Law does not provide guidelines on how to police it. University of Illinois implemented smoke free campus recently and they say they have had no major issues. Law requires providing a cessation program and we do. CMS will reimburse employees for the cost of this program.
 - B. EAC Update: Julie out—no update.
 - C. HR Update:
 - a. Years of Service banquet to be held Feb 11, 2015. Approximately 260 employees being honored.
 - b. Superior Performance Award – still waiting on one person to turn in their scoring before final recipients to be determined. Award ceremony scheduled for April 8, 2015.

- c. Revised Salary Plan policy is now online. It was asked if campus could be notified. Paul said an email can be sent.

D. VPBA Update:

- a. Continue to get requests from Governor's office in regards to budget. They appear to have settled on a 20% cut for FY16. Really won't know final amount until legislation is finalized. Planning to take a tuition increase to the next board meeting. Nothing back from the Governor's office concerning FY15.

Cay – Any response the executive order placed last night regarding fair share?

Paul - Not sure where we stand on this—waiting for general council to review and let us know how to handle this. The executive order said that if a union employee was paying fair share instead of union dues then we are prohibited from collecting it. Has to be collected and held in escrow until decision is made.

- b. Accreditation - President Perry sent email yesterday regarding the approval. Ten years was granted and the [report](#) is on the website for review.

E. Miscellaneous

- a. Angie read the following letter received via campus mail from someone who prefers to remain anonymous:

“Has the Civil Service Council requested the number of non-negotiated civil service employees on campus and what the annual cost would be to give this group a 1% increase for FY15-suspect this annualized cost is minimal and would go a long way in boosting morale among this group of employees.

A&P should not receive a salary increase because they already have high salaries and their income is actually supplemented by travel reimbursement (which mileage went up) and free meals, etc. that they are privy to.”

Paul's response: Would be happy to provide this information. Just a rough estimate would be around \$100,000 for a 1% increase – will get a closer number to us next month. However, the issue is the budget crisis that we are in. Agreed that it is an easy and nice way to thank the employees but just no money in the budget to do it. As for the A&P, there is no pay increase scheduled for FY15 or FY16. The supplements you are referencing are due to the travel required as part of their job. They, by law, are reimbursed just as any employee would be. There are a lot that choose to travel, at their own expense, when reimbursement is not available.

- b. Angie mentioned that the Staff Senate is working on a “Shout OUT” page to recognize employees. Anyone can go online to recognize others for good work they are doing. The person receiving the shout will receive an email to let them know they have been recognized. It will also be on the web page, facebook, twitter and newsletter. Plan to soft launch later this month. Hoping to generate some morale without costing money.
- c. Linda wanted to remind everyone to continue to vote for the Stanley Security award. EIU is currently in 3rd place. Voting is through Friday,

February 13. Rhonda will also push reminder out through Civil Service listserv.

- d. An issue was raised that some students have been reporting that some professors have stated to students they should tell their friends not to come to Eastern as the campus will be closed in 5 years. Paul responded that he would look into it although we must still respect everyone's right to free speech. Discussion was held about providing the positives of attending EIU and the resources we spend each year to attract students.

VI. Motion to Adjourn (Morgan/Smith). The meeting was adjourned at 09:10 am.

Upcoming Meetings:

March 10, 2015 – Rathskeller Loft

April 14, 2015 – Rathskeller Loft

May 12, 2015 – Rathskeller Loft

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