

Civil Service Council Minutes
February 9, 2016
Rathskeller Loft, University Union
8:30 am

Members Present:

Angie Campbell, Jenny Stout, Bryan Callaway, Michelle Morgan, Dan Crews, Rhonda Nichols, Cay Kolling, John Sigler, Ryan Siegel, Lionel Sanders.

Member's Absent: Melissa Gordon, Laura Smith, Donna Noffke

Guests Present:

Paul McCann, Interim Vice President of Business Affairs; Tim Zimmer, Director of Facilities Planning & Management; Vance Woods, EAC Representative; Kim Turner, Communication Studies; Dan Deeken, Safety Officer.

- I. Meeting was called to order at 8:30 am by President Campbell.
- II. January minutes were approved electronically on February 3, 2016.
- III. Treasurer Report
 - A. Scholarship balance is \$15,445.97
- IV. Old Business-
 - A. Election Committee – Sigler (Chair), Campbell, Gordon, Siegel
 - B. Personnel Committee – Nichols (Chair), Campbell, Kolling, Gordon, Hinton, Sigler
 - a. Sick Leave Bank committee lost a member to retirement. We elected to not replace.
 - C. Public Relations –Crews (Co-Chair), Smith (Co-Chair), Callaway, Gordon, Noffke, Siegel
 - D. Scholarship committee – Morgan (Chair), Campbell, Gordon, Noffke, Sigler, Smith
 - a. Application active online
 - b. Dan created flyer and Rhonda pushed out on listserv.
 - c. Rhonda will post in Newsletter.
- V. New business
 - A. Salary Issue – Angie sent an email to President Glassman giving some background on some of the feedback from the non-negotiated civil service employees concerning the layoffs/furloughs. It compared the raises that have occurred since FY09 for the different groups: Civil Service, non-negotiated; AFSCME Clerical; AFSCME Service/Technical; and Faculty. It showed a great discrepancy in the percentages with the Civil Service, non-negotiated group lagging behind a great deal. In addition, some of these groups received lump sum payments, incentives for service time and performance. Included in the email was a list of all the feedback (anonymous) that had been provided.
 - B. Angie wanted to clarify some details on the email sent to listserv concerning information gathered concerning furloughs and layoffs. Not all the information gathered was from Linda Holloway. She has provided additional clarification and Angie will provide that in an email to the council. Linda also said that they plan to update the FAQ page concerning layoffs/furloughs as additional information is provided.
 - C. VPBA Update (Paul McCann) –
 - a. Brian Murphy named as Interim AVP for ITS

- b. Linda Holloway will be named as Interim HR Director but will keep her title as Director of Business Services.
- c. Paul McCann and Blair Lord will work to identify a committee to conduct a complete review of all IT functions across campus. CUPB feels there might be potential savings by combining processes.
- d. No news on the budget. Still nothing happening in Springfield.
- e. (Angie) Have we heard any enrollment projections for next year? (Paul) Applications are down but we were expecting that. We are targeting students that would actually come and not just a mass mailing.
- f. Memo from President Glassman went out this week.
 - 1. A&P will be furloughed up to a total of 24 days.
 - 2. Approximately 200 layoff notices going out which equates to about one third of the civil service employees. Do not know the split (negotiated vs non-negotiated). Project cost savings of \$2.3 million for the next four months.
 - 3. Years of Service luncheon has been postponed. Hoping to do it in the fall.
- g. Q/A
 - 1. (Q) Is there such thing as temporary layoff? (A) Currently there is no verbiage for it, however, we have done it in the past.
 - 2. (Q) Will there be furloughs also or just the layoffs for the civil service employees? (A) Can answer that yet. For now just layoffs.
 - 3. (Q) Will we have enough money to pay the leave payout for those served with notices? (A) If requested, will pay out. Might look into rolling into a 403b for tax savings.
 - 4. (Q) Will there be a job fair like last time? (A) Still working on but fully intend to.
 - 5. (Q) How will layoffs be given? (A) In person by HR in the employees working area. They will not have to go to HR.
 - 6. (Q) With this plan, will we make it through the end of the fiscal year? (A) We will survive. If we get our MAP money we will not have to layoff. But we actually have to get it in hand and not just a promise. Typically takes 4-5 months to receive appropriations.
 - 7. (Q) Heard there was a possibility of shutting down during Spring Break and making these mandatory furlough time. Is this true? (A) This is a possibility if additional cost savings are needed.
 - 8. (Q) Are we at the appropriate number of faculty for the number of students we have? What are the numbers? (A) No we are not. As our student enrollment has decreased, faculty numbers have not. Currently there are (approx.) 603 faculty, 656 civil service (246 non-negotiated;400 negotiated), 155 A&P, 66 other (coaches...).
 - 9. (Q) Have we discussed using financial exigency? (A) This is basically bankruptcy for universities. It gives the ability to throw out all contracts. We have been reluctant to go there. It could affect our credit rating.
 - 10. (Q) Has our accreditation been affected? (A) No it has not but they are watching everything.

11. (Q) Is there a possibility of no summer school? (A) No formal decision has been made. Trying everything we can not to go there. We also host many camps and conferences in the summer that are profitable to EIU.
12. (Q) Do we have any scheduled retirements? (A) There are 8 or 9 that we know of slated for the end of June.
13. (Q) We appreciate the transparency with the communication from the President but why do we hear so much about EIU in the news and not other schools? (A) Community colleges only receive about 10% of their funding from state so not as devastating. Other universities are having issues, just don't hear about them. U of I, Illinois State, SIUE are all in good positions. SIUC, Northern, Western, EIU and Chicago State are the ones having problems.

D. EAC – Vance Woods

- a. Attended the quarterly meeting and EIU is not the only university feeling the pain. Will forward the meeting notes to Angie to distribute to the council.
- b. SUCCS is looking for any ideas. Please send any ideas to the new executive director, Jeff Brownfield.

VI. Motion to Adjourn (Kolling/Campbell). The meeting was adjourned at 9:45am.

Upcoming Meetings:

March 8, 2016

April 12, 2016

May 10, 2016

June 14, 2016

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