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

Members Present:
Angie Campbell, Rhonda Nichols, Cay Kolling, Bryan Callaway, Michelle Morgan, John Sigler, Donna Noffke, Anthony Redding, Melissa Gordon.

Member’s Absent:
Dan Crews, Melissa Coleman, Laura Smith, Jerri Hinton, Jenny Stout.

Guests Present:
Richard Enyard, Director of Human Resources; Paul McCann, Interim Vice President of Business Affairs.

I. Meeting was called to order at 8:30 am by President Campbell.
II. February minutes were approved electronically on February 11, 2015.
III. Treasurer Report –
   A. No official word back on budget but should have $300 as promised.
IV. Old Business
   A. Election Committee – will need to set up meeting soon. Elections will need to be completed by May 31, 2015.
   B. Personnel Committee – no update.
   C. Public Relations – Dan created a flyer for civil service scholarship. Rhonda forwarded it through the civil service listserv.
   D. Scholarship committee –
      a. Have received 11 applications so far but still verifying eligibility.
      b. Rhonda verified it was still being advertised in the newsletter.
   E. Presidential Search – Formal announcement was made on March 2 of the selection of Dr. Glassman as EIU next president. No further questions or comments were made.
   F. Shout Out Page – Staff Senate has started the soft launch period where anyone can create a “shout” to help promote morale around campus. Also tied to EIU Facebook and twitter accounts. Cay suggested maybe do a monthly drawing for those that have been “shouted”. Angie said she would take the suggestion back to Staff Senate for review.
V. New business
   A. Tuition Waiver Bill – aimed at stopping the waivers for family of employee not the employee waivers. Paul estimates that approximately $600,000 (via tuition costs) is spent yearly on the program, however, additional class sections are not being created for it.
   B. CUPB –
      a. Dr. Sterling looking at Athletics and why they overspent their budget. Dr. Nadler pointed out that the fees are down significantly and that we schedule athletic events years in advance so we are already committed to certain things.
      b. Program Analysis had over 200 recommendations to cut spending/increase funding. One item being considered is to make Michigan a neighboring state so they can receive in-state tuition. Another is to lower tuition rate in hopes to draw more students.
C. VPBA Update:
   a. Parking lot replacement – waiting for better weather. Projected to take only a couple weeks once work begins. Hoping to be late March – early April.
   b. Enrollment numbers for fall – new admits up a little but still down on transfers.
   c. Budget – Meet with legislature on Thursday. Willing to cut budget but can’t do the $13 million in one year - too much, too fast. State still owes $28 of the $44 million on current year appropriations.
   d. Presidential Transition – May 15 is last day for President Perry. June 1 is official starting date for incoming President Glassman. VP’s scheduled to meet with Dr. Glassman March 25 and 26 to discuss future plans.
   e. Last month question was asked how much a 1% increase for non-negotiated, civil service employees would be. Paul did not have a conclusive answer but estimated the number to be approximately $60,000.
   f. Salary Study – Angie had contacted President Perry last month and he said he would put it back on his radar. Paul has volunteered to add it to his tasks to see where it stands.

D. HR Update:
   a. Cay asked about the policy for Power Outages and who was responsible for assisting the employee find a place to work. Dr. Enyard stated that it is the supervisor’s responsibility to assist the employee in finding a suitable place for the employee to work during a power outage.
   b. Superior Performance Award – Finalists have been selected. VP’s have approved – waiting on President Perry approval before making formal announcement. Award ceremony scheduled for April 8, 2015 in Grand Ballroom.
   c. Systems office is proposing new changes:
      1. Rule of 3 – expanding to all classes. This allows to take the top 3 scores and interview all that meet those scores. This expands the interview pool.
      2. Out of State recruitment – will be considered as in-state but must become in-state resident within 90 days of being hired.
      3. Combining food service workers and cooks and office and clerk series. Issue is union vs non-union classes.
      4. Eliminating the Network specialist and office support service specialist classes. Employees that fall in these categories will be re-classified and the employee and their supervisor will be notified.

VI. Motion to Adjourn (Morgan/Noffke). The meeting was adjourned at 09:37 am.

Upcoming Meetings:
April 14, 2015 – Rathskeller Loft
May 12, 2015 – Rathskeller Loft

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