

Staff Senate Minutes
May 8, 2024 3:00 PM
CORD 349

- I. The meeting was called to order by chair, Roy Cordell, at 3:00 p.m.
- II. A motion was made, seconded, and passed to adopt the agenda.
- III. Roll Call – Travis Hefley and Myrlinda Soedjede
- IV. Campus Updates
 - A. Parking and Transit Updates – Gary Smith
 1. Last Transit, Parking, and Transit committee meeting
 - a. Harmon Avenue parking garage – will add level 3 as metered parking
 - b. Stadium Drive garage – will add 53 more metered spaces (north and south ends)
 - c. Garland Avenue garage – will move departmental spaces from top level to the employee section on level 2. Will pay full price and will open 38 more spaces for Resident reserve parking for Maple Hill District residents
 - d. Will limit park down privileges for resident reserve and student garage permit holders. Park down privileges will be limited to economy lot only so can't take up two spots on main campus
 2. Questions/discussion
 - a. Concerns about having people use the app only rather than meters when they may not be able to use the app.
 - i. They can use the app or text to pay
 - b. Can it be possible to prepay if people don't have access to the app or text?
 - i. Looking into it
 - c. Question about future plans for additional drop-off zones
 - i. No more information at this time. Looking at additional options for drop-off zones but may require removing parking spots
 - B. Human Resources Updates – Michelle Hargis Wolfe – Not in attendance
- V. A motion was made, seconded, and passed to approve the Staff Senate April minutes
- VI. Treasurer's Report – Autumn Parker
 - A. Autumn shared the treasurer's report in the chat
 - B. Only charges for salary/fringe for Roy
 - C. We are not receiving the rollover we thought was coming from last year. Budget has been updated to reflect this
 - D. Plan to work harder to request funds for future years
 - E. Would have had about \$3,000 more at the end of the year if we did not have to pay last year's team award out of this year's budget.
- VII. Committee Reports
 - A. Awards – Elizabeth Miller
 1. Committee has named the Multicultural Center as Outstanding Staff Team
 - B. Elections – Kim Gillow
 1. Kim shared the 2024-2025 election winners – all positions filled for next year:
 - a. At Large
 - i. Wayne Bell, Jr.
 - ii. Kara Karstedt
 - b. Academic Affairs
 - i. Dani McCool
 - ii. Autumn Parker

- iii. Ben Pollock
 - iv. Jason Riley
 - v. Lee Shoultz
 - c. Student Affairs
 - i. AnReckez Daniels
 - d. Chancellor/System
 - i. Roy Cordell
 - ii. Trish Watkins
 - e. Finance & Administration
 - i. Michela Cupello
 - ii. Shannon Ann Siebler
 - 2. Officer elections
 - a. Current nominations
 - i. Chair – Roy Cordell
 - ii. Vice Chair – Autumn Parker
 - iii. Treasurer – Trish Watkins
 - iv. Secretary – Wayne Bell
 - b. Kim called for additional nominations and none were made.
 - c. Suggestion that we have parliamentarian position in the future
 - i. Roy asked for a volunteer to serve as parliamentarian
 - d. Officer nominations were closed
 - e. We will vote by acclamation at the June meeting if we have a quorum. If senators won't attend, please vote by absentee. Contact Kim to submit your vote.
- C. EOQ/EOY – Ashley Reeves
 - 1. Five winners for EOQ3 have been identified
 - a. Category I - Professional/Non-Faculty – Academic – Kayla Crenshaw
 - b. Category I - Professional/Non-Faculty – Administrative – Debbie Ritter
 - c. Category II - Secretarial/Clerical – Amy Ullrich
 - d. Category III - Technical/Paraprofessional – Luan Ho
 - e. Category IV - Skilled Crafts/Service/Maintenance – Jeff Maples
- D. Special Events – Kaitlyn Riggin
 - 1. Discussed plans for the picnic
 - a. Ordering Pickleman's for 2nd/3rd shift
 - b. Sent a notification for requesting to-go boxes, if needed
 - c. Parking
 - i. Harmon garage levels 7-9 available 10-2
 - ii. Lot 50C
 - d. Reminder to sign up on the picnic volunteer sheet
 - e. Expect 1,300-1,400 staff to attend
 - 2. Question about t-shirts
 - a. Working to ensure that every Senator has a shirt and nametag that wants one
- VIII. New Business – N/A
- IX. Old Business – N/A
- X. Chair's Report – Roy Cordell
- A. Stephen Ritterbush will be next year's Campus Council chair. Kevin Hall will be vice-chair
 - B. Discussion of upcoming Board policy changes
 - 1. Leave policies: <https://uasys.edu/wp-content/uploads/sites/16/2024/04/Leave-and-Benefits.pdf>

- a. Paid parental leave – standardizing it across the system
 - b. Short-term disability updates
 - c. Leave payout changes
 - 2. Share comments on proposed policy changes
 - C. Overtime floor for FLSA is changing. In July, it will go up to about \$44,000 and to \$58,000 in January
 - D. DEI/Affirmative Action Supreme Court ruling timeline and implications
 - E. Class/Comp
 - 1. Most people on campus will see a pay increase. Only about 200 are above their pay band and will not see an increase. They will not see an increase. They will receive a lump sum and not a COLA added to the base
 - 2. COLA increase will happen July 1
 - 3. Class/Comp increase will occur in September and retroactively applied back to July 1
 - 4. Discussion about what we know about the implementation
 - a. Is there merit on top of COLA. There will be a process to determine who will get a merit increase
 - b. Question about transparency about what new positions and pay bands will be
 - i. Expectation is that it will be very transparent. Roy mentioned the University of Arizona class/comp implementation and the website -- <https://hr.arizona.edu/compensation/staff-compensation-program/job-functions-families>
 - c. How were positions in the new job family architecture determined?
 - i. Determined by the subject matter experts, deans, and department heads
 - ii. If there are discrepancies, not sure who gets the final say
 - iii. It is expected that this information will be available on the website
 - iv. Chancellor said it will be an iterative process and that there will be an appeals process available if people disagree with where they've been placed
 - d. Concern about Michelle's absence and that a representative did not attend to field questions about the Classification and Compensation project
 - 5. Roy recommended that staff pay attention to where they are placed in the architecture and raise concern with their supervisor if they believe they should be at a different level
- XI. Upcoming Meeting
 - A. June 12, 2024 – CORD 349, 3:00pm – 4:30pm
- XII. Around the Senate
 - A. Hold July 10 for Staff Senate retreat
 - B. Myrlinda announced a Mother's Monday event on Monday, May 13 and shared a toolkit for ways employers can support working parents and caregivers: <https://static1.squarespace.com/static/5e62dd961c84a72aeaf2fb74/t/64355f0bccb7f855903d3c90/1681219340471/Path+Forward+Mothers+Monday+Toolkit.pdf>
- XIII. A motion was made, seconded, and passed to adjourn at 4:10 p.m.

Senators in attendance: Wayne Bell, Karmen Boddie, Jen Boyer, Chris Butler, Erin Butler, Vince Capps, Becca Clifton, Roy Cordell, Michela Cupello, Tracy Deffebaugh, Alisha Gilbride, Kim Gillow, Walter Green, Hershel Hartford, Travis Hefley, John Paul Jackson, Alli Johnson, Elizabeth Miller, Ruth Parcells, Autumn Parker, Rachel Piontak, Ben Pollock, Allen Porter, Ashley Reeves, Kaitlyn Riggin, Stephen Ritterbush, Amber Roth, Cindy Ryan, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: Katherine Miller