



## Staff Council

### Staff Council Agenda

Date: December 11, 2024

Location: Zoom

Zoom: <https://uidaho.zoom.us/j/87129561969>

1. Call to Order & Welcome [1 min] – Cody – Quorum: 20/26
2. Attendance [3 mins] – Renee
3. Approval of Minutes [2 mins] Cody
  - a. November 2024 minutes - Approved
4. Staff Member of the Month- **Ky Paulsen** [2 min] – Tami – Accounting Specialist II in Accounts Payable. Thank you for all your hard work! Congrats!
5. **UCM - Chad** [30 mins] – 9:15AM – Presentation moved to next month.
6. **FY25 Salary Budget - Kim Salisbury**[30 mins] – 9:45 AM – FY2025 CEC summary overview presented; Target is to get employees up to min. 80%; FSH 3420 and FSH 3440 – questioned merit 50% rule; permanent changes must be completed by April 1<sup>st</sup>.
7. **CEC recommendation and vote for support** [30 mins] – **Michele Mattoon** – 10:15 AM - FY26 Change in employee Compensation recommendations (draft) presented. Recommendation – 1) 80% of Target Pay 2) Remaining funding after bringing employees to 80% of target – 75% across the board pay increase (min. increase dollar amount or % increase based on dollars received from the State)/ 25% for strategic/merit pay – pool will be used for salary inequities/compression/target/merit. Letter will also address – equity, transparency, consistency in compensation, staff incentive/promotion for staff retention. Urging leadership to adopt staff retention as a universitywide priority. Poll taken for the draft letter presented; 18 votes taken – 16 votes in favor and 2 votes against – Motion carries
8. Reports [15 mins]

#### Staff Council Working Groups:

- a. CEC Staff Compensation Committee – Moved to main section
- b. Human Resources – Brandi – Job Families will be completed for all jobs by January. HR will be closing early this Friday.
- c. Employee Training – Elissa – No updates.
- d. Faculty Senate – Barb, Nicole – DEI resolution: <https://www.uidaho.edu/-/media/uidaho-responsive/files/governance/faculty-senate/meetings/faculty-senate-meetings-2024-25/fall-2024/17-mtg-binder.pdf?la=en&rev=c318bdd98a29405390534ee98bc18bd4>. Curriculum changes; CEC report and presentation given; Senate leadership structure change (past chair role); Vision 2050 presentation.
- e. Elections & University Committees - Crystal – Reclassification is no longer moving forward; January will review the membership list and classifications.
- f. OIT – Teresa – Email quarantine: <https://quarantine.uidaho.edu>; Intranet migration coming in January; Onboarding project; Windows 11 computer replacement October 2025; Classroom upgrades – JEB 104/REN111 and REN112.
- g. UCM – Chad – No report
- h. SC Leadership Report – Cody & Annie –
  - DEI Resolution discussed and Staff Council leadership recommended drafting a letter of support for effected staff. Poll taken by Staff Council (94% in favor/ 6% abstained); a letter will be drafted and submitted to Staff Council members by next Wednesday. Staff Council members will review the recommendation via email prior to it being sent out.

- Please let the constituents know what's happening in Staff Council
- Help us create presence on campus and be heard!

9. Parking Lot Topics [2 mins] – Cody –
  - a. Long range development plan
  - b. Updates on DEI situation
10. Good of the Order and Member Announcements [5 min] – Cody
11. Close [1 min] – Cody – Adjourned 11 a.m.