

West Virginia University Staff Council Meeting Minutes

August 19, 2015

8:15 a.m. – 12:00 p.m.

Jerry West Lounge – Coliseum

Name	Title	Department	Present
Baldwin, Joan	Nutrition Outreach Instructor	Extension Services	No*
Baldwin, Larry	Trades Specialist Lead II	Physical Plant HSC	Yes
Boyles, Lisa	Human Resources Assistant I	Human Resources	Yes
Bremar, Nancy	Nutrition Outreach Instructor	Extension Services	Yes
Bright, Karen	Nutrition Outreach Instructor	Extension Services	Yes
Campolong, Linda	Housekeeper	RFL	Yes
Campolong, Ron	Trades Specialist I	Facilities Management	Yes
Driscoll, Robert	Forest Manager	Forestry	Yes
Flanagan, Allen	Supervisor Night Operations	Mountainlair	Yes
Forquer, Burlene	Manager Food Service	Mountainlair Catering	Yes
Friend, Rebecca	Administrative Secretary Senior	School of Public Health HSC	Yes
Fry, William	Trades Specialist Lead II	Facilities Management	Yes
Gibson, Rodney	Maintenance Worker II	Jackson's Mill Facilities	No
Griffin, Barbara	Developmental Advising Specialist	Academic Degree Programs	Yes
Leiggi, Shane	Manager Physical Plant II	Facilities Management	Yes
Martin, Lisa	Special Events Coordinator Senior	Event Management	Yes
Martinelli, Dixie	Office Administrator	Extension Services	Yes
Martinelli, Paul	Program Manager	Extension Services	Yes
McCracken, Judi	Library Associate	Main Library	Yes
Morris, Jim	Assistant Vice President	HR Employee Relations	Yes
Neyman, Lisa	Information Assistant	Physical Plant HSC	No*
Steadman, Sherry	Library Associate	Main Library	Yes
Walton, Cheryl	Academic Lab Manager	Biology	No*
Wodzinski, Amy	Program Coordinator	FIS	Yes

**Excused*

Submitted by: Janelle Squires, *Administrative Secretary – Staff Council*

Call to Order

The meeting was called to order by the Chair, Lisa Martin, at 8:15 a.m. and a quorum was established. The sign in sheet was passed around for members to sign.

First Business

Approval of July Minutes motioned by Nancy. Dixie seconded. All in favor and motion was carried.

Treasurer's Report

By Karen Bright

Karen reported a beginning balance of \$4,610 with three expenses totaling \$80.92 for a telephone, two pad folios at the WVU Bookstore, a book from Amazon, and general expenses. That leaves an ending balance of \$4,529.08

Approval of Treasurer's report motioned by Nancy. Dixie seconded. All in favor and motion was carried.

Chair's Report

By Lisa Martin

Lisa reported that a Classified Staff breakfast was held on July 29 and the next one will be held in September. She asked the group how many have been invited to a breakfast. Many have, some have not. She stated the invites are random and everyone should be receiving one soon. Someone at the breakfast had asked if the 40 hour work week was Staff Council's proposal to which it was verified that it was not.

On August 5, Mercer held a meeting on campus to discuss the WV Higher Education Policy Commission project timeline. Mercer's goal is to establish a target market, methodology and confirm a list of 200 jobs. Lisa stated that she, 'feels we have been left out of the equation and will only be invited to the table after a decision has already been made.'

On August 6 she, along with Jim, Paul, Dixie and Nancy, met with Narvel Weese, VP of Administration & Finance, and Sheila Securro, Executive Director of HR, to discuss the merit pay. Timeline: merit pay to bring staff to market by October 1; implementation of the 26 pays per year (bi-weekly) by the end of the year; and 40 hour work week January 1.

Lisa stated there are employees who have not had a performance review in some time and many who've never had one. It has been said that some supervisors were told to give 'meets' to their employee. Those who 'meet' will likely receive a raise. Those who 'need improvement' or have an active disciplinary letter on file will not be eligible. Those who receive 'exceeds expectations' will receive additional compensation but it must be well documented and will be reviewed by central HR. Most of the staff will receive a 2% raise, at least, or \$507. She feels this is fair but there's still a lot of gray area to cover.

She has recently learned that new hires are coming in at higher wages than current employees working in the same department, doing the same job. Many employees who've been here for many years are feeling frustrated and she has spoken with Narvel about this who informed her that it is a result of the market study performed last fall. The idea is to make WVU more competitive in the job market. While this doesn't help current employees, the plan is to eventually bring current staff to market in the next few months as we transition to merit-based pay. This was understandably not well-received.

Lisa asked Jim that if they are hiring new employees at higher wages based on a market which used a 40 hour work week basis, are these new employees working 40 hours. If this merit-based salary increase is meant to bring current staff to market, then isn't it assumed that there will be no increase for new hires who've been hired in at market? She hopes these questions will be answered when she, Paul, Dixie, Nancy and Jim meet with Narvel and Sheila again on Thursday.

On August 24, a preliminary Legislative Meeting with Rob Alsop, VP for Legal and Governmental Affairs and Entrepreneurial Engagement, was requested by Nancy to prepare for the upcoming interims and 2016 legislative session.

Lisa explained to new members that the Legislative Committee prepares a legislative brochure by gathering information from HR. They paired with faculty last year since these issues affect everyone and they plan to do that again.

Lisa reverted back to if new hires are working 40 hours under the new hiring practice. Jim stated they're not based on the 40 hour work week. The current salary schedule is not based on a 40 hour work week and new employees aren't required to work 40 hours/week. Lisa asked if they would receive a raise in October. Jim said the proposed guidelines are that if they are hired on or before June 30, they would receive a raise.

ACCE (Advisory Council of Classified Employees) Report

By Paul Martinelli

Paul recently sent out the State of West Virginia's Budget Forecast FY 2015 to the group and encourages everyone to read it. Our unemployment rate is the worst in the nation.

He also recently sent the Employee Relations staff directory to the group as a contact reference. Paul asked Jim who reviews the employee performance evaluations. Jim explained they come to Employee Relations and Barbara Bodkins, HR Operations Coordinator, enters them into a database. Amber added that the review process consists of the supervisor conducting the review with a second level oversight. There are some areas such as Extension, Facilities Management, and Student Life with satellite HR personnel in those offices who sometimes receive those before Employee Relations receives them, although she is unsure of what level of review they are giving. Paul asked who determines who gets what. Amber stated it is the Manager of the department. Jim added they are still working on the details of that process but the supervisor's evaluation ultimately determines if the employee will get the 2% if they are a valued performer, or better; if they 'exceeds' an additional amount will be proposed and reviewed centrally by a compensation group.

Amber also added that as those evaluations are coming, they are being logged into a spreadsheet to categorize who has received 'valued' and 'exceeds'. Allen asked if that applies to the overall performance review or the individualized categories. Jim confirmed it is the overall performance.

Judi asked that if an employee doesn't meet expectations, if that person will not receive a pay raise. Jim explained if an employee is rated 'needs improvement' *overall*, the proposed guidelines indicate they will not receive a raise. Lisa added she encourages anyone who may receive that, to fill out the comment section.

Sherry said there are several areas in which you are rated. She is wondering if you receive one 'needs improvement' if that means you are not eligible for a raise. Jim confirmed the determining factor is the final evaluation at the bottom.

Becky stated she knows of someone who had received a disciplinary letter earlier this year and like her, has never been evaluated. This person is now doing an exemplary job and she is questioning if that person will not be receiving a raise because of this letter in their file. Jim explained it depends on the level and timing of the discipline. Jim explained the letter is in their file for a year. If the letter comes out prior to October 1, the proposed guidelines state that employee would be eligible for a raise. If it was their first letter, they would be eligible, however, if this is the second letter they've received, they would not.

Burlene added that there is currently a situation in their office regarding reviews. Two managers have been out on extended sick leave, so while no one is at fault, there are around five people who will not get a review because no other higher ups have any knowledge of their work. She is questioning if those will be put on hold. Jim stated they will have to further look into that particular situation. Amber added to direct those types of issues to their unit, Employee Relations, so they may promptly look into that.

Lisa B. asked if employees will be notified beforehand if they will be receiving a raise or given a written explanation of why, if they are not eligible. Jim said they have not yet determined that.

Paul wanted to share some information that he believes came about his presentation he gave at the ACCE Annual Retreat in Hawks Nest State Park, July 13-15. The representative asked him about WVU's smoking policy, fire drills, etc. and he has recently learned that Fairmont State University now has a smoking policy, whereas before they did not.

He also wanted to report that he has the honor of going to Williamson, WV – for the first time – where there is a branch campus for Southern Community College, for the ACCE meeting scheduled for August 27-28.

Linda wanted to clarify if merit and the 3% pool of money will be combined together or if they are separate. Lisa M. stated the 3% pool of money will be used to bring everyone up to market under a merit-based umbrella, however, Jim said the intent of the pool of money is not to bring everyone up to market. Jim explained the 3% of funds will be where the raises come from. The proposal is a 2% increase for employees who 'meets expectations', 'valued performer', or better. In addition, whatever amount is leftover will go toward increases for employees who substantially 'exceed expectations'. Linda indicated that may be confusing for some to understand. Judi suggested a pie chart and Jim thinks that may be a good idea. Lisa M. asked how they will bring everyone up to market from that equation. Jim said that is where it gets complicated in that if you are already close to market, the raise may bring you to market but it

wouldn't do much for those who are far from being at market. That will be something administration will need to discuss.

Dixie feels confounded that they are bringing in new hires at market before bringing current classified staff to market to reward them for their years of service and dedication. Jim implied he is not in that position to make those decisions but understands the concern. WVU has had difficulties with recruiting employees because of the rate of pay; hiring people at the minimum due to State code and regulations. The recent SB 330 and SB 439 allows us more flexibility regarding pay.

The Morgantown area's job market is competitive and administration realized if they want to recruit and retain the best people for the jobs, they need to up the ante. Dixie understands that logic but doesn't know why they would risk losing the talent they have now that know the system. Jim understands and explained that it is a two-part issue: they need to get the talent they need into the organization to keep it afloat and meet the demands of growth; and the other part is that administration's goal is to get everyone up to market. The problem is that there is not enough money to do it all at once.

Lisa M. expressed that they are taking a big risk by doing this. There are jobs in the area and they could lose valuable staff and all the knowledge that goes with them.

Judi feels many staff are tied to this institution, geographically, because of family or their spouse has a good-paying job here and don't want to go anywhere else and she feels administration knows that. Dixie, among many others, don't agree with that; it is about the job they were hired to do.

Linda asked who made the choice to bring new hires in at market level and what the rationale was for that decision. You have long-term employees who possess the knowledge to work the 'dinosaurs' for equipment whereas new hires don't. She feels they are penalizing the current staff by doing this. They should've brought us to market first, then hire in above entry level.

Burlene feels it would make sense to tie it into the merit-factor. Some employees really do go above and beyond by doing their job and their supervisor's job, in some cases, and they would actually be at a higher level of market than new hires. No one wants to train someone who is making more than them when they've been here longer.

Jim reiterated there are many current employees who are paid at market and many who have been here for years who are above market. Lisa M. added the lower paygrades are far from being at market.

BOG (Board of Governors) Report

By Dixie Martinelli

Dixie explained to the new members that in addition to her position on Staff Council, she also represents classified staff on the Board of Governors.

Every year, BOG representatives from all 23 higher education institutions in the state are invited to a Summit hosted by the HEPC (Higher Education Policy Commission). This year it was titled, "Consequential Boards". This was to re-educate Board members on their judiciary commitment to the institution meaning you are a part of the Board dedicated to the institution and to the

Board. You may represent your constituency and provide information about your role on the BOG but the oath taken means you adhere to the guidelines of a Board member. You're not there for your own agenda. Being on the board has become more complex in that parents look to you to provide a high quality, low cost institution to their children so they may receive a valued degree that matters. Staff and faculty's careers are in your hands, as well as their living. Administration wants to be able to work together and support the President. Alumni want you to maintain the well-being of this institution.

The Summit was informational and gave a better understanding of what HEPC expects from a Board member as well as what your institution expects and kept re-emphasizing that the meaning of a consequential Board is one of importance and major significant success of the institution. Board members must hold themselves accountable and ethical.

Mike McKown, Budget Director of WV (Paul had sent his report to the group) spoke to the group. He started out by saying, "Folks, this is going to sound like a broken record from last year". We are a poor state in transition and with 10% of our economy coming from coal and the new regulations that have been put in place, southern West Virginia will be most affected. Coal companies are filing for bankruptcy and miners are being laid-off.

The surge of the gas industry does not provide the income tax and revenue of salaries that coal provides. Coal towns have a sustained living and effect on the State whereas the gas industry comes in, drills holes, and leaves.

The Rainy Day funds were used in FY 2015 to balance the budget. This FY 2016, \$15 million was used to fund the Teacher's Retirement account. We were 50th in the nation in funding that account but we now rank 27th.

There is still \$869 million dollars in the Rainy Day fund. West Virginia could survive two and a half months from the Rainy Day fund if the state goes broke. We are still the 4th best in the country with our Rainy Day fund.

Some facts regarding the State budget:

- All Promise scholarships have been paid on time; 80% of the Promise scholars are working in WV as of 2012.
- The State spent over \$100 million on OASIS (Our Advanced Solution with Integrated Systems), the new accounting system. WVU and Marshall are not going to the OASIS system, and will be writing our own checks. We had no part in the \$100 million that was spent.
- \$60.6 million down in revenue from the State; mostly from the coal severance tax.
- The Governor has reduced several of the State agencies budgets – the lottery funds was \$47.9 million down from the year before.
- \$700 million was put in a budget for State roads, however, it would take an extra billion dollars to cover all the roads and bridges in WV.
- More than one-third of WV residents are on Medicaid. After next year, we will have to put more money into the Medicaid program as the federal government will end their subsidizing.
- We lose \$175 million/year from the loss of the food tax law implemented a few years ago.
- We lose \$80 million a year for not doubling the cigarette tax.

- Higher Education this year went down from \$419 million to \$409 million
- The DHHR (Department of Health and Human Resources) grew from \$866 million to \$1.181 billion. One out of five dollars made in WV goes to healthcare.

These figures will only get worse in the next few years with our sinking economy. She believes, as a Council, we must be thinking of cost saving ideas so that we can sustain our staff without tuition increases. The money saved from these ideas need to go to increases for staff and faculty. We won't survive by increasing tuition as a way of survival.

She also attend a BOG Facilities and Planning Committee meeting last week. Most items discussed are confidential but she'll be happy to relay them once allowed.

Lisa M. commented that we're not going to be able to raise tuition like that for a while as it was a significant increase.

Judi commented that was an astronomical increase in the tuition but feels the institution is still a bargain for out-of-state residents. She knows people from California who sent their child here to WVU and it costs less to fly them out here, board them, and pay tuition than it does there. Dixie asked if she could still say that about a southern WV child wanting to come here whose father maybe has lost his job in the coal mine.

Lisa B. wanted to clarify exactly how much it increased for out-of-state and in state. Nancy verified it increased 5% for out-of-state and 10% for in state.

Committee Reports

Legislative Committee

By Nancy Bremar

Nancy shared they haven't met as a committee yet but she will set something up soon. They plan to meet with Rob Alsop, VP for Legal and Governmental Affairs and Entrepreneurial Engagement, on Monday and will know more of what direction the University is going.

She will also be setting up a meeting with Richard Turton, Chair of Faculty Senate, to discuss working together again on the legislative brochure. They plan to ask Narvel if he would pay for the costs of the brochure again. This helps greatly and the money the Council saves will be used to fund the Tuition Scholarship for Children of Classified Staff program at the end of the fiscal year.

Larry informed the group the Transportation & Parking meeting will be held on Friday and to email him any issues to share. One item Larry will be certain to address is the practice of removing the seniority factor for parking spaces to first come, first serve which applies to UHA and Ruby Memorial Hospital employees as well. Paul asked why it's necessary to have two Parking employees in a car together driving around to patrol a lot. Becky asked him to bring up why WVUH employees only pay \$35 to park in the garage at HSC while they pay \$55.50. Jim consulted Clement Solomon, Director of Parking Management, and he had said it wasn't true.

Becky insists it is. Jim said the hospital may subsidize but Clement did say he would look into further if they would like him to. Larry said Ruby and UHA will purchase 250 permits at regular cost and what they do for their employees is what they do for their employees.

Lisa understands that committees have not had the chance to meet but encourages them to do so as soon as possible because she does have some expectations set for each committee at the Retreat next month. She also encourages them to get more employees on campus involved in their committees as well and also asks to choose a Chair for their committees.

Old Business

With regards to the 26 pays a year (bi-weekly), Jim explained it is tentatively planned for mid-December with the first pay on January 8. Lisa M. added to keep in mind that with our arrears pay, that paycheck may not be what you're used to, especially for hourly employees.

Jim also informed the group that Barbara Bodkins, HR Operations Coordinator, is collecting a list of employees who are eligible for a performance review and will inform each unit of how many still need one. They currently have received over 300 reviews but to keep in mind they have until August 31.

Becky knows of an employee in the HSC Facilities that was told by their supervisor that nobody would be receiving a raise in their department. Another Facilities person in another area said they were told the same thing. Jim said that unless their performance is sub-par, they have an active disciplinary letter on file, or disqualified by the proposed guidelines, he doesn't understand why that would be the case.

Dixie added someone in Allen Hall had told her that their Director said merit would be skipped this year with a 3% across the board. Dixie explained that was false information. She is concerned about communication with all these rumors.

Amber added many of these supervisors/managers do not know the details of these issues like Staff Council does as they aren't sitting in these meetings and they've not yet had these types of conversations with them yet. She advised that if anyone hears their supervisors talking about these issues and they've been misinformed, to have them call Employee Relations for clarification.

Judi added that their Dean wanted to meet with her and Sherry after the President's Meeting last month and relayed he is very supportive of staff and would like all staff at the libraries to meet with her and Sherry. He is contacting their supervisors to make them aware and to be sure they have a chance to. Lisa M. said Staff Council members are sometimes invited to different committee meetings on campus and to let a Council member know if they're having regular meetings and would like someone to attend, to please give the details of when/where.

Barbara stated her supervisor was unaware of the August 31 deadline for the PIQ's and asked Jim if another reminder will be coming out. Jim confirmed the notification was in ENEWS and also a direct email to supervisors. He believes it's also on HR's website.

Allen said he heard a rumor that the merit raises would be based on the last five evaluations. Jim verified that is not true. It will be based on this year alone.

New Business

Ron said the hiring of new people above what current employees are making is causing a firestorm. He doesn't know how they justify it. The report Sheila gave to Staff Council a few years ago showed we were, on average, at 97% at market but that was only for paygrade 16 and up. Paygrade 15 and below are below the market level. He feels the \$507 is a slap. When we received the same amount a few years back, we were told the next increase would be significant. Many experienced employees will leave.

Ron referred to a 2012 Classified Staff Compensation Structure set of questions. One item listed stated how pay for a new hire will be determined. It said, "The new hire may receive 2% per year directly related to the experience up to the 25th percentile of the paygrade providing that, so does not result in a problem with the salaries of the current employees in the same job classifications."

Another item he'd like to bring up is back in the 80's they went to a 37.5 work week in lieu of pay raises. He is asking if anything will be offered to those employees who were here at that time that received that benefit, and now it's being taken away. The 40 hour work week isn't a raise, it's just working more hours.

He knows many employees who are saying they're looking for another job. No one feels it's fair to train these new hires when they are making more than them.

Nancy added if you don't feel like a valued employee, you're only going to give a minimum. When these types of things happen, the morale at this University goes to "Hell in a handbag." We are the people who turn the lights on and keep this place operational. We take a thousand steps backwards when these things happen and it has to stop.

Linda commented there was a custodian hired six months ago with some past experience who came in at a higher pay rate, given a Lead position and there is a 28 year seasoned employee that is making \$3.50 less per hour than the new employee.

Lisa M. asked when someone is hired, who is responsible for putting them in that scale. Jim stated the manager and HR person are making these decisions and the manager has a lot of say now. There are guidelines that Class & Comp follow but not mandatory. It goes by how much experience a person has. Lisa doesn't understand why they aren't looking at the unit as a whole by considering current employees who are now looking elsewhere for a job and taking the knowledge with them as well as the 'retirement group' of employees which would yield a significant exodus.

Burlene inquired that if a current employee who has applied for another position completely different and receives that position, do they come in at the new rate or the old rate. Will they get the same pay as someone hired off the street? Jim and Amber aren't sure but will find out how they handle internal transfers.

Linda asked some time ago, in the southern part of the state, there was a plumber's position they couldn't fill. They resorted to hiring one at a higher rate of pay due to it being a critical retention position. His pay was halted until the rest of his coworkers caught up with him. Will that be the case for the people being hired above entry or will they be eligible for raises just as we are? Jim had said if they were hired before July, they would be eligible for a raise.

Bill shared that he had recently sent an email to Narvel and President Gee about what is going on and how it is causing a hostile work environment in his area. People are in an uproar. Narvel has asked him to meet with him to basically disregard the comment about a hostile work environment because he takes that very seriously. Bill is worried he now may have a target on his back. Dixie assured him to never fear losing his job for voicing his opinion. Jim had reassured him as well and although he understands his point of view, it's not so much a hostile work environment by definition or law. He advised to maybe use a different term.

Nancy doesn't see how it cannot result in a hostile work environment. If she were just coming in and making more than current employees, she would expect to be treated differently by them. On the flip side, if she were one of the current employees having to train a new hire, she may just forget everything she knows, hypothetically speaking. Jim agreed that new employee may have a claim against you if they feel they are being mistreated so it can certainly go both ways.

Lisa M. stated the definition of a hostile work environment: "In general, a hostile work environment ensues when there is discriminatory conduct or behavior in the place of work that is unwelcome and offensive to an employee or group of employees based on a protected class status."

Jim stated we are not in a protected class status. That term generally applies to race, sex, ethnicity, etc.

Burlene agrees with Nancy in that she can understand employees saying they're going to do the least amount of work as possible if they're not getting paid as much as a new hire. It is a bad environment.

Linda stated we are an endangered species in that we are bound and stuck within and our current paygrade with no hope of making anymore within that point factor. When they bring in somebody for the same position at a higher rate, they've stepped over the line. When you are working alongside a person making more money than you with no rhyme or reason, or justification, just because it's an emergency all of a sudden to be more 'competitive'. There are many employees in the Physical Plant that will be retiring soon, so why not have an apprentice shadow that knowledgeable employee so they can learn the tricks of the trade in that department to be able to pick up where the retiree leaves off.

Dixie has said time and time again, 'let's do things the right way.' Administration always seems to take away from classified staff and it's not only us, but faculty as well. She knows a former faculty member who didn't leave any information when she left because she was treated so badly by administration. Dixie doesn't understand why they can't be good to their people because we are good to them and this institution.

Judi reverted to her premise earlier in that she feels many are tied to this institution, whether it be their spouse has a good job, family, or whatever and feels any of us can go get other jobs if we are unhappy. Lisa M. stated she loves her job and although there are issues going on that she doesn't agree with, she's here for the long haul and hopes everyone else is, too. We all need to work together, bringing issues within our constituencies to the forefront to try to make this place better for everyone.

Lisa B. stated she loves working for the University and although she may be the lowest paid person in the room, that doesn't mean she won't fight for classified staff.

Ron has been here for over twenty years. He's here because he wants to be here. When President Gee first met with the group a year or so ago, one of the things he kept saying is that he wanted to be fair and just. This new practice isn't fair and just.

Linda asked Jim where the initial decision to hire above and beyond came about. Jim believes it arose from the Oversight Committee who implemented WVU Hire. They were looking at improving the hiring process. Linda stated they should've started with current employees, then looked at new hires. She expressed it is hard to work beside someone who just walked in knowing they make four more dollars on the hour than you when you've dedicated yourself and earned your wage. But, she doesn't matter – she's just a number and can be replaced.

Becky stated HR doesn't know what people make. The department managers and supervisors – those who handle your area's fiscal budget – do know. Before they decide to hire somebody else, they need to be checking to make sure the current employees already doing that job, are being paid competitively.

Nancy asked who the classified staff rep was on this Oversight Committee. Jim isn't sure if there was one. Nancy has no further questions.

Nancy said it's nearly impossible to support administration because we are always on the defensive by not being included in the conversation from the beginning.

Becky asked Jim if employees will be informed of what percentage of increase they'll be getting beforehand and if they do not agree, will they be able to appeal it. Jim said those details are still being worked out but if you know you are a 'valued performer' or more, you will get 2%, or a minimum of \$507. What remains out that 3% pool of money, will additionally compensate those who received 'exceeds' or 'substantially exceeds'.

Ron commented that the \$507 or 2% minimum helps across the board with the lower paygrades but there's a big difference when it comes to a 2% increase for someone who is on a higher paygrade. For instance, someone making \$100,000/year as opposed to someone making \$20,000/year. It seems to be self-serving.

Lisa M. reminded everyone that PEIA will be increasing premiums soon so at least that little bit will help with that. And, it could also bump you into the next salary range for your premiums. That is another topic for another day.

Jim understands everyone's point of view and this is something we need to continue talking about.

Ron said the rumors were running rampant in the Physical Plant about the pay increases being canceled. He had told them it's not true and raises are due in October.

Allen shared this was the smoothest Fall Fest yet with no EMS transports from the event.

Dixie was told by a Facilities worker that at last year's move-in day, they had over 300 work orders. This year they had 24 due to being proactive over the summer.

The President's Meeting is scheduled for Monday, August 24, 2015 at 11:00 a.m. in the Bluestone Room – Mountainlair.

Items for the agenda are as follows:

- New hiring practice of hiring people in above current employees
 - These decisions are impacting morale
 - How is administration going to correct the error that was made
- Welcome Week – proactivity reduced work orders significantly
- Cost saving ideas

Nancy motioned to adjourn. Becky seconded. All in favor and meeting adjourned at noon.