

Columbus State University
Staff Council
Meeting Agenda – September 5, 2013

Attendance:

Members Present:

Amber Dees, Debby Mayo, Jennifer Alberti, Kat Cannella, Jessica Gonzalez-Armstrong, Lashica Thomas, Nino Bradley, Lt. Walter Brown, Kristi Rosengrant, Laura Douglas, Vicky Haigh, Alysa Johnson, Laurie Jones, Ruthie Jowers, Karen Kinard, Jay Knape, Dana McGlou, Carolyn Rockeymore, Michele Scott, Eric Van Bibber

- I. Call to Order @ 10:05 am.
- II. Approval of Minutes from previous meeting
 - A. As amended.
- III. Financial Report – Kat Cannella
 - CSU Account - \$709.76 Foundation - \$905.27
 - A. No outstanding charges
 - B. CSU Account – benefit all CSU Staff, is growing
 - C. Foundation – not as flush, difference \$4.25
- IV. Committee reports
 - A. Welcome Committee – Laurie Jones
 - B. Staff Development and Scholarship Committee – April: two semesters meeting, \$150 per scholarship, keep this account up because we can be more flexible
 - C. Staff Appreciation Committee – Dana McGlou: need to meet before Thanksgiving holiday; questionable amount of funds; Look at morning for event; bring to committee for budget decision.
 - D. Fund Raising Committee – Debby Mayo: Committee to meet the following week, September 19; Serving and t-shirt sale at tailgate Doughboy
 - E. Staff Service Award Committee – Laurie Jones: Early October, get staff committee in September meeting for Staff Service, 1 select award: \$50 gift card, plaque. Human Resources is willing to provide awards this time; Next time Foundation to pick up.
 - F. Elections Committee
- V. President’s Council Report – Amber Dees: No news
- VI. Old Business
 - A. Recycling – Amber Dees/Eric Van Bibber: Subcommittee. Sent out to funding factory, 157 toners, 11 ink jet
 - i. So far 1100 toners, 94 ink jets, \$649.60 earned, \$43.50 checks
 - ii. Foot print document/print-out
 - iii. Calling to do every month, 3 hours to sort and box up, need help to get a process, suggested to have call for volunteers at every meeting
 1. Purchase a tape gun
 2. Boxes at warehouse
 3. First time volunteers-Amber/Eric will assist
 4. Sign up for different months, pass around sheet
 5. Create instructions for recycling

- iv. Karen and Vickie volunteer this month
- v. Riko cartridges – Eric working on an account to work out the recycling
 - 1. Issue raised of new cartridges, ability to recycle due to different substances

B. Committee Signup – members to sign up for subcommittees

VII. New Business

- A. American Heart Association – Amber: Benefit walk September 19 at the Green space at RiverWalk, kid zone, Crazy hair stand – call for volunteers to contact Amber
- B. Salary Study – Laurie Jones: New philosophy, smaller increases so we can address more people,
 - i. FY 14: 2% to employees 82 bid market, 1.5% 83-84 of market, 1% 85-90% of markets
 - ii. FY13: get people to a larger number dollar, 71 staff, 54 faculty = 125 increased
 - iii. FY14: 197 staff, 114 faculty = 311 to increase
 - iv. Questions: Is it more impactful to have a smaller number increase in your personal pay check or is it more beneficial to have a larger group impacted with smaller increases getting more employees to the mid-market point; Does not change each year, % market; Using this information for new hires; Moving 80% of midpoint market, Contact Human Resources to see where you are in the market; Staff can report to get supervisor's approval or consult HR
 - v. Significant changes in benefits, FY14 no calendar increases to premiums, just increase to option; Submittal benefits = premium all employee paid, vision, dental, sub-life, short/long term disability; standard voluntary, more institutional participation; lower rate vision – Eyemed, system dental; Life insurance – Minnesota Life; Flexible spending – USA Bank, not Discovery; HSA not changing, USA Bank Fees \$0, new cards will come out; FY13 USA Bank to FY14, attend enrollment sessions, enrollment session that is being offered by HR to learn about these changes, communications will go out a little sooner than in the past, Open enrollment pressed into two weeks instead of 30 days; Everyone will need to re-elect their benefits, re-enroll; System defaults to tobacco users – be sure to make sure that question is correct; Ability to use the plan may affect your eligibility of that plan; Surcharge for dependents-tobacco users- good incentive to stop; ?) Surcharge for benefits spouse chooses to get your benefits but we are against it, but small possibility; ?) 2015 significant increases next year due to Affordable Health care, to employees >30hours per week
 - vi. HR Awarded"
 - 1. 1000 toward wellness
 - a. Smoking cessation
 - b. Weight loss program – Weight Watchers workshops: May start in October; CSU will subsidize half of fee; 20 people this semester and 20 more in Spring; To enroll First come first serve, 17 weeks; If staff is already involved with Weight Watchers staff can mix programs, reduce costs; Suggestion made to have a contest with a prize to Rec.Center membership.

- C. Involvement with Doughboy Classic event – Jenny Ablerti/Debby Mayo: Four T-shirts designed passed around and discussed; Design will be up on Google Drive and poll for t-shirt design; To move forward or not; Suggestion to pre-order and order extras for the day of event; Price \$12-\$15 with potential to make \$7-9 profit per shirt; Tailgate set-up starts at 4:30 pm, game time 7 pm. **Approved**
- D. Reschedule January meeting – Amber Dees: **Approved** to move January 9, 2014

VIII. Announcements

- A. Buckhead Grill: CSU Alumni
- B. Rincon Photograph center opening gallery, come see

IX. Adjournment

- A. 11:02 am