

2024-2025 CIVIL SERVICE COUNCIL
Wednesday, July 10, 2024
Student Services Building Rm 307
1:00 PM

I. Call to Order

The July meeting was called to order by President Elizabeth Cheek.

II. Roll Call of Membership

Members Present: Thomas Becker, William Becque, Elizabeth Cheek, Mickel Cordes, Ann Coward, John Donoghue, Cyndy Green, Tammy Hopkins, Victor Martin, Diane McIntyre, Marianne Schoonover, and Anthony Travelstead.

Members Absent: Todd Duermyer, Anthony Fobs, Matthew Stottler, and Melissa Yancey.

Guests: Leslie Bellock, Renee Colombo, Kyle Crawford, Dawn Hattey, Amelia Ketzle, Melissa Laake, and Dina Timmons.

III. Guest: No Guest Speaker.

IV. Public Comments - none

V. Approval of the Minutes for June 5, 2024

Motion: T. Becker

Second: D. McIntyre

A vote commenced: 0 Nays, 0 Abstentions; The minutes from June 5, 2024, were approved as presented.

VI. Announcements – none

VII. Reports

A. Council President

1. Chancellor Meeting

E. Cheek met with Chancellor Lane and AVC Nick Wortman yesterday. Discussion about range salary adjustment phases took place. Adjustments are retroactive July 1st. Employees who are affected will be notified Thursday. Estimated total increase in pay for FY25 is \$152,288.10. Increases vary from \$1 - \$207/month. Nick provided E. Cheek a copy of the classifications that are included. D. McIntyre stated concerns about non-represented employees being the last to be considered and getting reimbursed/backdated during the third phase. Some people are feeling suppressed. Represented employees have received backpay and longevity. Renee Colombo stated with the phase approach, we knew we couldn't look at everyone. The key is to make sure when notifications go out, people update their position descriptions and try to move through this next phase quickly. V. Martin asked if Program Directors were listed in the "FY24 & FY25 Non-Represented Staff Equity Increase Data" document that was shared in the meeting. Renee stated no, they were not looked at in this group. It'll be looked at by the CBIZ company. A. Travelstead stated that this is not part of the equity study. This is a direct result of ACsE negotiating raises for their employees and the supervisors of those employees were making less money after those raises were put into effect. A. Travelstead stated, I thought they had compensated phase one to include the increases in for the second year of the ACsE contract. Renee Colombo replied it was part of phase one, but they proposed two amounts FY24 and FY25 that were approved last April. Renee confirmed that the range increases have since

transitioned into the campus equity study for Faculty, AP, and Civil Service.

J. Donoghue stated that at the farms a supervisor is earning significantly less due to an equity raise to the senior ag research technician position that happened two years ago. We've tried bringing this up multiple times. So, we're following another avenue of trying to get her increase to go through. D. McIntyre stated we have gone 10 years without any kind of raise then we received 2%, but nothing this year.

2. Board of Trustees Meeting - Next meeting is July 11, 2024 – School of Medicine, Springfield

E. Cheek stated some of the items that affect SIUC include: the report of purchase orders and contracts, approval of new programs, reasonable and moderate extensions, approval of off-campus program locations, academic program eliminations and suspensions, and changes in faculty administrative payroll at SIUC. Payroll changes noted are for Kelly Byrd (Director of Labor and Employee Relations) - \$125,000.04, Renee Colombo (Director of Talent Acquisition and Compensation) - \$90,000, Kyle Crawford (Director of Benefits & Payroll Services) - \$90,000, Nick Wortman (transitioning from Assistant Vice Chancellor to Associate Vice Chancellor for Human Resources) - \$171,672. Additional individuals were on the list and E. Cheek encouraged the Council members to view the full listing on the Board of Trustees' website. Items to be approved by the President for Carbondale include purchase solid waste removal and cardboard recycling, approval of salary increase and title change for Vice Chancellor for Enrollment Management from \$165,000 to \$185,203, approval to acquire four pieces of real estate for the School of Medicine (that falls under SIUC), proposed revisions to the Board of Trustees purchasing policy, approval of incentive compensation for Chancellor Lane (recommended by President) for the period of July 1, 2023 through June 30, 2024 for \$65,000, and approval for incentive compensation for the President – the Presidential employment agreement was amended to include a provision allowing for but not requiring annual incentive compensation to the President of up to \$115,000 based upon the board's assessment of the President's achievement of annual goals and objectives. They are resolved by the Board of Trustees of SIU in the regular meeting assembled that the incentive compensation be awarded to President Daniel Mahoney for the period of July 1, 2023-June 30, 2024, in the amount determined in open session on July 11, 2024.

E. Cheek said, "I would not personally begrudge anyone a pay increase at any level, however, the timing of some of these increases mentioned today for the Board of Trustees to approve while many civil service staff not covered under collective bargaining agreements are not afforded a FY25 cost of living increase, is disheartening. Continued commitment and stability are important in all areas of campus, not just in top administrator roles. Everyone on this campus is responsible for its growth and success. Thank you for continuing to do your part. I hear personal stories daily and I appreciate the dedication that comes from each of you and our constituents while we are all struggling to make ends meet. We must collectively work together to resolve the inequity and disparity by uniting instead of dividing staff when it comes to annual salary increases."

A. Coward wanted to state for the record that it's a very bad look for SIU when some people are getting very large increases despite the fact so many departments are struggling, and civil service may not get a raise this year. This is not about whether you deserve the increase or not. No disrespect to those who received an increase, but everyone at SIU deserves it also. A. Ketzle added especially since it's the highest paid people in a lot of cases getting those raises, and the people at the bottom are often the ones that don't get raises. It couldn't be a worse look. J. Donoghue stated he did the

math, and one is getting a 12% raise and we're not even getting 2% across the board for the Civil Service employees that are not covered. It's a very bad look. It's going to be very hard to draw on quality people at lower levels when they're not getting any pay increase.

Going to the media to expose this issue, letting people know that we matter, enough is enough, not getting paid overtime, suppressed wages, lack of transparency, being over worked, and contacting SUCSS, OEIG, & the Ethics Committee was discussed. D. McIntyre stated there are people that still fall just above the mark to get light/heat assistance or public assistance, but they don't make enough to make what is a living wage in southern Illinois. There are people who work two jobs in order to survive. There are people who work 1.5 jobs on campus that are not getting paid for it or being recognized for it. We still fall last in line. E. Cheek asked for the Range Committee to call for a meeting. E. Cheek stated that everyone needs to have faith in the equity study as there is a lot of work going into this and the steering committee is playing an active role. Issues have been brought to light to try to resolve, and we are working together to develop solutions. Tomorrow is the board meeting, and I will share my thoughts with the Chancellor and President this evening. I encourage you to communicate with them as well. When asked how to communicate with the President's Office and the Board of Trustees, E. Cheek indicated emails can be sent to Paula Keith in the President's Office. Anyone on campus can send a message and ask for it to be shared with the President and with the Board of Trustees, and they'll get the message. C. Green asked if we found out for sure that we're not getting raises at all across the board or has it come out yet? E. Cheek stated nothing has been finalized yet as that is contingent on the 10th day enrollment numbers.

3. Chancellors Leadership Council - No meeting in June. No Report.

B. School of Medicine Civil Service Council – Megan Matzat / Dawn Hattey No Report.

C. Annuitants Association – Carolin Harvey No Report.

D. Human Resources – Nicholas Wortman, Assistant Vice Chancellor of Human Resources

Kyle Crawford and Renee Colombo were present for the meeting from HR.

D. McIntyre asked about the FLSA (Fair Labor Standards Act) information/changes that was given to the fiscal officers and not to the supervisors. Renee stated that AIS did a push out a couple of months ago for the supervisor maintenance in the system to make sure the units had supervisors appropriately assigned to staff. If that was not completed, some supervisors may have missed the information. But fiscal officers received it, so they should have disseminated it down to the rest of the staff. That's my understanding. D. McIntyre stated then there was a second wave of information that went to fiscal officer delegates and not only as a supervisor and fiscal officer delegate, I did not receive either of those, so that was concerning to me. The importance of getting information and getting it more effectively was discussed. Renee stated we are trying to figure out how to disseminate information, so everyone gets it. With the compensation project, we'll make sure we have a website ready to go with information. J. Donoghue stated he attended a meeting with all the Deans, senior business managers, and VCA Susan Simmers in May and asked about the FLSA law, its implementation, and if there is planning for overtime. How does that work? At the farm, people do a ton of overtime depending on the season. The response he was given was that the law wasn't even passed. It was going to be decided in November at the next elections. The awareness of the upper administration of this law just wasn't there. There's been no discussion of budgeting for overtime.

E. **SURS Member Advisory – Elizabeth Cheek** Advisory has not met. No Report.

F. **Council Committees**

1. **Executive/Budget – Tony Travelstead**

E. Cheek stated the agenda was set, and they did the committee assignments. The committee assignments document is in Teams.

- **Committee Assignments**

Academic Calendar Committee – Todd Duermyer (alternate is Mickel Cordes)

Affirmative Action Committee – Amelia Ketzle

Computing Advisory Committee – Ann Coward & Amelia Ketzle (alternate is Todd Duermyer)

Intercollegiate Athletics Advisory – Victor Martin (alternate is Tony Travelstead)

Recreational Sports and Services Advisory Board – Shari Garnett (alternate is Ann Coward)

Student Center Advisory Board – Todd Duermyer

Motion: D. McIntyre

Second: M. Cordes

A vote commenced: 0 Nays, 0 Abstentions; The committee assignment appointments were approved as presented.

2. **Bylaws – Marianne Schoonover**

M. Schoonover stated we met online on June 27, 2024. The meeting included M. Schoonover, A. Travelstead, and T. Hopkins. We discussed making the Bylaws Committee larger since it's so small. M. Schoonover stated that she is Chair for this committee. E. Cheek asked if anyone would like to be a part of the Bylaws Committee, if so, send her an email.

3. **Civil Service Benefits – Amelia Ketzle**

A. Ketzle stated we had to reschedule our meeting.

4. **Education Assistance – Anthony Fobs/Tony Travelstead**

E. Cheek stated Tony will be calling a meeting right away. We had quite a few applicants for the Education Assistance Award. We are still selling the dawg head apparel magnets for \$10.00 to raise funds for Education Assistance. They're available at campus mail (A. Travelstead) and at undergraduate admissions (E. Cheek). T. Becker stated MOD Pizza Day fundraiser is on July 30, 2024. We get 25% once a certain threshold is met. M. Cordes suggested contacting Tres Hombres to do a fundraiser.

5. **Elections – Thomas Becker**

T. Becker stated this is his last year and is up for election. E. Cheek stated that he can still call a meeting.

6. **Public Information – Thomas Becker**

T. Becker stated they had a meeting yesterday. He was elected Chair.

7. **Range – Tony Travelstead**

E. Cheek stated that Tony will call a Range Committee meeting.

G. **Constituency Committees**

1. **Advisory Committee to the Director of Public Safety – Andy Hawkins**

Committee has not met. No report.

2. **Computing Advisory – Amelia Ketzle** Committee has not met.
3. **Honorary Degrees – Todd Duermyer** Committee has not met.
4. **Intercollegiate Athletics Advisory – Victor Martin** Committee has not met.
5. **Naming University Facilities – Marianne Schoonover** Committee has not met.
6. **Parking and Traffic Appeals – Leslie Bellock** No report.
7. **Recreational Sports and Services Advisory – Elizabeth Cheek** Committee has not met.
8. **Student Center Advisory – Sarah Kroenlein** No report.
9. **Traffic and Parking – Stacia Werner** No report.
10. **University Joint Benefits –Dina Timmons/Elizabeth Cheek** Committee has not met.
E. Cheek stated since the University Joint Benefits Committee hasn't been meeting, we are going to add Dina Timmons to the Council's Benefits Committee. D. Timmons agreed to the appointment.

H. **Special/Other**

1. **Chancellor's Planning and Budget – Elizabeth Cheek/Marianne Schoonover** Committee has not met.
2. **Chancellor's Task Force on Diversity and Inclusion – Crystal Harris** No report.
3. **Employee Advisory Committee to the Merit Board – Elizabeth Cheek**
Meets July 18-19, 2024 at SIU Carbondale, Student Services Building, Room 150/160.
E. Cheek stated you are welcome to join if available. It starts at 9:00 a.m.
4. **Legislative Advisory – Ann Coward** No report.
5. **Network Empowering Women Committee – Crystal Harris** No report.
6. **System Staff Advisory – Elizabeth Cheek** Committee has not met.
7. **CALPS Dean Search – Marianne Schoonover** Committee has not met.
8. **SOE Dean Search - Victor Martin**
V. Martin stated they have a charge meeting next Wednesday at 11:00 a.m.

VIII.

Old Business

- **Council of Councils – Elizabeth Cheek, Mick Cordes, John Donoghue, Cyndy Green, Diane McIntyre, Tony Travelstead, and Melissa Yancey.** E. Cheek said that she put the above information forward to the Chancellor, is waiting for a response, and will follow up later this week.

IX.

New Business

E. Cheek stated there is no guest speaker for August. Kelly Byrd from Labor and Employee Relations is scheduled for September, Provost Tucker for October, and I'm working on a guest for November. D. McIntyre suggested her boss, Sarah Vanvooren, to be a guest speaker as well as

Dr. Caldwell. V. Martin suggested Chancellor Lane or AVC Nick Wortman to be a guest speaker so questions can get answered and to extend the discussion we had with frustrations. After further discussion, E. Cheek suggested having Chancellor Lane come in August. All Council members agreed.

X. Non-Agenda Items

Card and Flow Fund collection is today. Collection will be held again in August. Mick said you can call him, and he will come to you to pick up the funds.

M. Schoonover stated we will not be doing new IDs until July 22, 2024. You do not have to replace your current id. If you want a new one, you will be charged \$15. The department can choose to pay for the new ID. Departments are encouraged to purchase the new ids for new employees. There will be an app where you can access your virtual ID. M. Cordes asked if virtual IDs can be used at the campus gas pumps for university vehicles. M. Schoonover replied no, Travel Services will still utilize the mag stripe on the cards.

M. Schoonover asked if there is any information as to why we are on spending freeze for the summer and there's a lack of cash flow. She said we have to get approval for purchases as well as academics has to get approval. E. Cheek said decisions are being made at the departmental level.

XI. Biographies and Headshot Photos for the Website

E. Cheek stated please send your information to Melissa.

XII. Adjournment

Motion: D. McIntyre

Second: T. Becker