

**2025-2026 CIVIL SERVICE COUNCIL**  
**Wednesday, December 3, 2025**  
**Student Services Building Room 307**  
**1:00 PM**

**I. Call to Order**

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

**II. Roll Call of Membership**

Present: Thomas Becker, Elizabeth Cheek, Odessa Colombo, Mickel Cordes, Liz Franklin, Cyndy Green, Amelia Ketzle, Diane McIntyre, Rick Pierson, Terry Richardson, Marianne Schoonover, Jamie Schrader, Dina Timmons, Anthony Travelstead, and Christopher Vick.

Absent: Ann Coward, Kristen Matthews, and Jason Phillips.

Guests: Melissa Laake, Kristie Parkins, Stacia Werner, and Nick Wortman.

**III. Guest Speaker: (none)**

**IV. Human Resources – Nicholas Wortman, Associate Vice Chancellor of Human Resources**

We're making some changes to the background check process - eliminating the need to do authorization forms from candidates. The system will now take care of that for us. The new platform will send a link to the applicant. Any questions regarding this new process, please contact Kathy Bendler directly. This is the time of the year again where HR has sent out notices of AP conversion from "term" to "continuing" appointments. Memos were sent to fiscal officers on November 13, 2025, with a response due date of intended outcomes by December 31, 2025. Regarding desk audits/temporary upgrades - a new electronic system we're developing went into production with a small pilot group. Issues have been identified and IT is working on them. If you're not identified as being a participant in the pilot, then documents should be submitted directly to Heather Rich. We went live with our onboarding component of NeoEd. If you or your department needs training, contact Human Resources. Training guides and video will be published on the HR website: <https://hr.siu.edu/employment/>. The hiring manager needs to reach out to the HR Coordinator/Analyst they are working with to request an offer amount for *all* hires before an offer is made. Reminder: The mandatory, annual Title IX Training is due by December 19, 2025. The Ethics Training is required to be done by December 31, 2025. For questions or assistance with accessing the training, please contact Lori Foster or Michelle Taylor.

**D. McIntyre** asked have we received any information when responses to the JAQ are coming out? AVC Wortman replied 60 days after the close of the last open forum which was October 24, 2025. CBIZ is almost all the way through their analysis now; we're on track.

**V. Public Comments – (none)**

**VI. Approval of the Minutes for October 1, 2025, and November 5, 2025**

Motion: A. Travelstead

Second: T. Richardson

A vote commenced: 0 Nays, 0 Abstentions; The minutes from October 1, 2025, were approved as presented.

Motion: T. Richardson

Second: C. Green

A vote commenced: 0 Nays, 0 Abstentions; The minutes from November 5, 2025, were approved as presented.

**VII. Announcements – (none)**

**VIII. Reports**

**A. Council President**

1. **Chancellor's Meeting** – E. Cheek stated we met on November 14, 2025; the next meeting in December has been canceled. I thanked N. Wortman for HR continuing to attend the meetings. We discussed the NeoEd process regarding approval signatures. They are looking at adding the budget office on the front side. It may be possible to reduce the redundancy in signatures in the future. E. Cheek requested to meet to discuss continuous testing – what is campus procedure vs. SUCSS rules – to make it quicker to onboard Civil Service staff. Budget wise, there is no chill on non-state funding hires, state funds, and strategic hires probably for the next two years. We are not expected to receive \$1.7 million that is missing from the state appropriation. If they decide to propose a tuition increase, it will go to the board in April. Equity compensation study - it is 60 days after closing on October 24th. Frustrations were shared regarding percentages of increases being negotiated in contracts versus the 1% that's provided to range employees. The Chancellor noted that premium rates were removed from the LIUNA contract to be able to provide the percent increases. Premiums were making payroll calculations a challenge at the FEM system.
2. **Board of Trustees' Meeting** – The next meeting is tomorrow at Southern Illinois University Carbondale.
3. **Chancellor's Leadership Council** – Committee has not met.

**B. School of Medicine Civil Service Council – *Kristie Parkins***

A special election was held; five seats were filled. They will be seated in January.

**C. Annuitants Association – (no report)**

**D. SURS Member Advisory – *Elizabeth Cheek*** – The committee has not met.

**E. Council Committees**

1. **Executive/Budget – *Tony Travelstead*** – Committee met and set the agenda.
2. **Bylaws – *Marianne Schoonover*** – The committee has not met. We need to discuss when we will do our reading.
3. **Civil Service Benefits – *Odessa Colombo/Amelia Ketze* – (no report)**
4. **Education Assistance – *Tony Travelstead*** - Committee met last week. The Dec. 10<sup>th</sup> luncheon and raffle items were discussed and money was collected. The donor tracker page is posted in Teams. Information about the luncheon was sent on the listserv. There are two Quattro's fundraisers next semester in February and April. MOD'S Pizza fundraiser is set for December 16, 2025, and January 27, 2026. The Flea Market Day is tentative for April 25, 2025. We discussed working concessions at a basketball game (C. Green will chair) and a possible chili cookoff. Committee will meet next week to go over award applicants and get a recommendation to present to the Chancellor in January for spring awards. We made right under \$500 from the Silkworm sale.
5. **Elections – *Tony Travelstead*** - Committee has not met.
6. **Public Information – *Thomas Becker*** - Committee has not met. Let's continue the discussion about the open forum with Human Resources.
7. **Range – *Tony Travelstead/Ann Coward*** – Committee has not met. A. Coward is working on a letter to the university for information, which should be ready by Friday.

**F. Constituency Committees**

1. **Academic Calendar Committee – *Todd Duermyer* – (no report)**
2. **Advisory Committee to the Director of Public Safety – *Andy Hawkins* – (no report)**
3. **Technology Advisory Committee – *Ann Coward*** - Committee has not met. No one has volunteered to Chair or Co-Chair.
4. **Honorary Degrees – *Todd Duermyer* – (no report)**  
A. Travelstead stated it's on the Board of Trustees' agenda for tomorrow's meeting.
5. **Intercollegiate Athletics Advisory – *A. Travelstead*** - Committee has not met.
6. **Naming University Facilities – *Marianne Schoonover*** – Committee met November 20, 2025.  
-Dr. Dennis Leitner Faculty Suite – 2<sup>nd</sup> floor in Wham. A gift of \$70k was committed.  
-David & Laura Giesen Family: Giesen Family Achieve Program Hub – Student Health Center, Room 141. They endowed a \$35k fund for the Achieve Program.  
-Robert & Patricia England: England Student Center Lounge – Student Center, 4<sup>th</sup> floor lounge. A gift of around \$250k was given.  
-Ray & Marilyn Wood Law Journal Office – Law Building. A gift of \$50k was given.

-Harvey Michael Center for Academic Excellence – Rehn Hall, 1<sup>st</sup> floor. Mr. and Mrs. Michael committed \$1.65 million to create a centralized hub dedicated to academic support, career preparation, and wellness resources for SIU business students. Mr. Michael's gift will spur a matching gift from the Deloitte Foundation to be used for staffing and a center directorship. The complete gift will exceed \$2 million for the College of Business and Analytics.

-Jim Hayes Stadium Club - \$1 million gift from Jamie Hayes in honor of their father.

-Ed Curtis Laboratory for Innovation in Medical Education – no gift to accompany this. He is a board member and was CEO of Memorial Hospital.

## **7. Parking and Traffic Appeals – *Mickel Cordes***

Committee met on November 19, 2025 – 5 appeals, all denied.

## **8. Recreational Sports and Services Advisory – *Shari Garnett* – (no report)**

## **9. Student Center Advisory – *Todd Duermeyer* – (no report)**

## **10. Traffic and Parking – *Stacia Werner* – Committee met October 22, 2025.**

Flowbird has been purchased which allows people to pay for parking by a texting app. There are now three electric vehicle charging stations - accessible 24/7 and available to the public (Lot 13 across from the Student Center). Citations will be issued for non-electric vehicles parked in that space, which will be \$75. Electric vehicles parked in the space, but not charging, will be \$35. Unplugging a charger that is not your own is \$75.00, and no valid decal is \$35. They proposed a parking decal price increase. They proposed a sliding scale percentage based on salary to the Chancellor and he said no. We've acquired the lot across Route 51 from the city, and it's currently named 13B. They're probably going to change that to 3B. The following items were discussed: Lincoln roadway depression repairs, Lot 10 returning to a blue lot, prereqs for assigned parking, parking guidelines for those with handicapped placards or plates, and a concern about people speeding by Rainbow's End at the Rec Center and Student Health Center building. They will look into the feasibility of what kind of speed bumps to put there and the cost. There was also a request for new employees to be able to get their parking decals through payroll deduction. There's a couple of restricted parking lots that are going to change the signage back to say that you have to "pay at all times" to park there.

## **11. University Joint Benefits –*Dina Timmons/Elizabeth Cheek* – Committee has not met.**

### **G. Special/Other**

#### **1. Chancellor's Planning and Budget – *Elizabeth Cheek/Marianne Schoonover***

Committee has not met.

#### **2. Employee Advisory Committee to the Merit Board – *Elizabeth Cheek***

The next meeting is January 29-30, 2025, at SUCSS (State Universities Civil Service System) in Urbana.

#### **3. Legislative Advisory – *Ann Coward* – (no report)**

#### **4. Network Empowering Women Committee – *Diane McIntyre***

D. McIntyre stated she's working with Renada for a national conference that will be here.

#### **5. System Staff Advisory – *Elizabeth Cheek* – Committee has not met.**

#### **6. COLA Dean Search Committee – *Dina Timmons* - Committee will meet Friday.**

## **IX. Old Business**

- Future Guests: No guest for January; Mark Owens is scheduled for February.

## **X. New Business**

C. Green stated the Staff Excellence Committee needs to be added back to the agenda. Nominations are to be turned in by January 23, 2026.

## **XI. Non-Agenda Items**

T. Richardson gave an update on the negotiations for the ACsE's Union. There is a tentative agreement, and they are waiting on the finalized copy. Some of the highlights include: anyone on the transfer list has to be contacted for an interview, regarding disciplinary action – communication has to be in writing the reason for the meeting, date/time, and indication of the right to have union representation, and starting

July 1, 2026, our members will get 20 non-accruable sick days at the start of every fiscal year. We still accrue as normal, but non-accruable sick will be used first. Basically, it replaces ESL (Extended Sick Leave). This is going to be rolled out for everybody, whether you are union or not. This will especially help new employees who come in with no time. The contract is for three years (June 30, 2028). For year two and year three, union employees will get 3% or CBIZ adjustment, whichever is higher. For year one, everyone will get at least 2%, but the average is 5%, because we're going to institute additional longevity steps at the beginning for year one. It's years in classification, not years of service. If you have less than one year of service in your classification, then you will get \$300 added to your annual base. One to four years of service you get \$450, five to eight years is \$550, nine to fifteen years is \$1,000, sixteen to twenty years is \$1,250, and over twenty years is \$1,400 added to your base. They were really pushing hard to reduce pay by 10% or more if someone was involuntary demoted - if they were reassigned and it's a lower classification. That was fought and stopped. Hopefully, this will be ratified next week.

**M. Schoonover** asked about the temporary adjustments. The majority of us aren't doing temporary upgradable work. We're doing the work of our co-workers who are equal or those who work underneath us. Can this conversation be brought back up for our constituents?

**XII. Adjournment**

Motion: T. Richardson

Second: M. Schoonover