

2024-2025 CIVIL SERVICE COUNCIL
Wednesday, June 5, 2024
Student Services Building Rm 307
1:00 PM

I. Call to Order

The June 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, Todd Duermyer, Cyndy Green, Tammy Hopkins, Victor Martin, Diane McIntyre, Marianne Schoonover, and Melissa Yancey.

Members Absent: Anthony Fobs, Anthony Travelstead, and Matthew Stottler.

Guests: Leslie Bellock, Andy Hawkins, Amelia Ketzle, Matt Kupec, Melissa Laake, Megan Matzat, Dina Timmons, Stacia Werner, and Nick Wortman.

III. Guest Speaker: Matt Kupec, Vice Chancellor for Development and Alumni Relations

VC Matt Kupec spoke about the role of the SIU Foundation and the future partnership with the Education Assistance Committee to improve scholarships for the Education Assistance Program. This year has been the best year at the Foundation with \$45 million raised. The Foundation has distributed \$5.4 million in scholarships. He spoke about the Saluki takeover which was a tour that covered 17 counties. The event ended at Walker's Bluff where 450 people attended. M. Kupec mentioned the Tedrick Welcome Center that will be 13k sq. ft. and will take 1.5 years of construction. The ground-breaking event will occur fall 2024. There are discussions with Facilities and Energy Management regarding tearing down two buildings on Greek Row.

E. Cheek stated the Education Assistance Program started in 1982, and the Education Assistance Committee would like to partner with the Foundation to grow our endowment account to assist with scholarships. M. Kupec agreed to meet with the Education Assistance Committee and E. Cheek to discuss further.

IV. Public Comments - none

V. Approval of the Minutes for May 1, 2024

Motion: A. Coward

Second: C. Green

A vote commenced: 0 Nays, 0 Abstentions; The minutes from May 1, 2024, were approved as presented.

VI. Announcements

E. Cheek stated Chris Woodruff resigned. As a result, there's a vacant seat for the Vice Chancellor Student Affairs' Sector, and there is no one left to reach out to from the election process. All current members in this sector can discuss who they would like to reach out to in order to fill this vacant seat.

VII. Reports

A. Council President

1. Chancellor Meeting – May 8.

E. Cheek spoke about the new appointments and reappointments to Council as well as recognized the outgoing members. The next Employee Advisory Committee meeting to the Merit Board is July 18-19, 2024 in the Student Services Building, room 150/160. You are

welcome to attend. She also spoke to Chancellor Lane about the desk audits process, longevity for range employees, the FY25 budget, and annual salary increases. Chancellor Lane noted there may be pockets of increases vs. across the board increases due to funding. Meetings have been canceled for June and July which are typical during the summer months.

2. Board of Trustees Meeting – Next meeting is July 11, 2024 - School of Medicine, Springfield.
E. Cheek will send an email of the agenda when it is available.

3. Chancellor's Leadership Council – No meeting in May. No report.

B. School of Medicine Civil Service Council – Megan Matzat / Dawn Hattey

Megan Matzat stated that she and Dawn Hattey will continue, and Kim Howard is no longer a member on the council. M. Matzat stated that they are partnered with two hospitals. The hospitals did not have a great year which may affect staffing.

C. Annuitants Association – Carolin Harvey

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

N. Wortman spoke about the Fair Labor Standards Act which is changing the minimum threshold for exempt employees. Starting 7/1/24, the current exemption threshold will increase to \$43,888 which will affect 149 employees. The threshold will increase again on 1/1/25 to \$58,656 which will affect 417 employees. Employees will need to be paid overtime or raise their salaries to meet the threshold. Those who are non-exempt are eligible for overtime. Overtime occurs when someone works over 7.5 hours per day and 37.5 hours in a week. Those who have their status changed will have their accrual rates and balances grandfathered in. Flex time is an option if people work longer hours, but then work shorter hours on a different day. Equity data will be available in about 8-9 months. Expect job questionnaires within 1-2 weeks. There is no hard chill/freeze at this time. Same rules are in place as positions are being reviewed. Renee Columbo will return to HR on Monday, June 10, 2024, as the Director of Talent Acquisition and Compensation Services.

E. SURS Member Advisory – Elizabeth Cheek The committee hasn't met.

F. Council Committees

1. Executive/Budget – Tony Travelstead

E. Cheek stated the agenda was set & the Committee Assignments are shared in Teams. If anyone would like to be added to an additional committee, please notify Elizabeth or Tony.
C. Green asked to be added to the Benefits Committee and her request was granted.

2. Bylaws – Marianne Schoonover Marianne will call a meeting next month.

3. Civil Service Benefits – Amelia Ketzle Amelia will call a meeting.

4. Education Assistance – Anthony Fobs/Tony Travelstead The committee hasn't met.
T. Becker stated the next MOD Pizza Day is July 30, 2024.

5. Elections – Thomas Becker The committee hasn't met. D. McIntyre will call a meeting.

- Officer Elections – Cyndy Green

C. Green opened the floor for said positions (Vice President, Treasurer, & Secretary), ballots were distributed, council members voted, and then votes were counted by Cyndy, Marianne, Diane, and Tammy. Each nominated candidate was elected to their position.

Anthony Travelstead will be the Vice President, Mickel Cordes will be the Treasurer, and Thomas Becker will be the Secretary.

Approval to shred/destroy the ballots:

Motion: M. Schoonover

Second: A. Coward

A vote commenced: 0 Nays, 0 Abstentions; The motion to shred the ballots from June 6, 2024, was approved as presented.

6. Public Information – Thomas Becker The committee hasn't met. T. Becker will call a meeting.

7. Range – Anthony Travelstead The committee hasn't met. A. Travelstead will call a meeting.

G. Constituency Committees

1. Advisory Committee to the Director of Public Safety – Andy Hawkins No report.

2. Computing Advisory – Amelia Ketzle The committee hasn't met.

3. Honorary Degrees – Todd Duermyer The committee hasn't met.

4. Intercollegiate Athletics Advisory – Victor Martin The committee hasn't met.

5. Naming University Facilities – Marianne Schoonover The committee hasn't met.

6. Parking and Traffic Appeals – Leslie Bellock (met May 1, 2024)

L. Bellock stated there were 16 appeals to review. The following citation reasons included: no valid decal displayed, illegal parking in two different areas – one in a restricted lot and the other being in a handicapped area, and wrong colored decal. Some students wanted to present their case, but they were no shows. All the citations stood except one appeal was honored.

7. Recreational Sports and Services Advisory – Elizabeth Cheek The committee hasn't met.

8. Student Center Advisory – Sarah Kroenlein

9. Traffic and Parking – Stacia Werner (Met May 8, 2024)

New pay stations have been installed, but some of them are not working properly. They reached out to the provider for those. They are looking at some others, but the cost of the unit is \$10k. S. Werner asked the committee to look at the ranges that we pay for our parking decals. She stated Civil Service received increases with the last contract, but the department didn't look at the pay ranges that we pay for decals. A lot of people were bumped from the low blue into the medium blue. They looked at SEMO since they are the only university they found that did a similar practice to SIU with salary ranges. They found that we charge significantly less than they do. A person would have a low blue if they made \$30k or less, however, SEMO's low is if the person made \$47k or less. We want them to raise that threshold. The topic will be discussed again in the fall. The Lincoln Road repair outside of Neckers and the crosswalk between Neckers and the Engineering building was discussed and will be voted on during the fall meeting. Matt Kupec was a guest at their meeting and discussed the new Tedrick Welcome Center. There will be 251 parking spaces, with 50 reserved for Foundation employees. They talked about the number of parking spaces that will be affected. Currently, there are 384 parking spaces. There was concern raised regarding the reserved (paid) parking spots. They did vote to not increase the cost of citations, but they

moved to discuss the issue again in the fall. There was a motion to approve the layout of the parking map as it is and to discuss the designation of spaces later.

D. McIntyre asked about the crafts people (plumbers & carpenters) getting parking tickets at Southern Hills. She stated that the roads are terrible and that these employees should have some kind of discount or possibly change the color designation of the lot. S. Werner said that she hasn't heard of anything about this until now. Discussion about the bad working conditions took place, and filing a grievance was suggested.

10. University Joint Benefits –Dina Timmons/Elizabeth Cheek The committee hasn't met.

H. Special/Other

1. Chancellor's Planning and Budget – Elizabeth Cheek/Marianne Schoonover The committee hasn't met.

2. Chancellor's Task Force on Diversity and Inclusion – Crystal Harris

3. Employee Advisory Committee to the Merit Board – Elizabeth Cheek Meets July 18-19, 2024, Student Services Building, room 150/160.

4. Legislative Advisory – Ann Coward/Todd Duermyer/Victor Martin (see AVC Nick Wortman's comments from Section VII., D.)

5. Network Empowering Women Committee – Crystal Harris

6. System Staff Advisory – Elizabeth Cheek

The committee met yesterday. E. Cheek stated there's discussion on professional development training for this fall. There's an email that was received this afternoon that will be shared on the listserv regarding the training opportunities that will be offered.

7. CALPS Dean Search – Marianne Schoonover

M. Schoonover stated they haven't had another meeting. The job description will need to be finalized. Dr. Wallace is wanting people to send names of places to advertise for recruitment.

8. SOE Dean Search

E. Cheek asked if anyone has been notified that they were selected to serve. "No" was the response. E. Cheek stated she will follow up on that. T. Becker believed a third party is being hired for the search.

E. Cheek said she will also check on the Dean search for the School of Law (dean is leaving at the end of the month). T. Hopkins stated Angela Upchurch will be the Interim Dean. The hope is to have someone on board by Jan. 1, 2025.

VIII. Old Business - none

IX. New Business

E. Cheek asked everyone to make every effort to attend the Council meetings. The Council of Councils will be in Chicago, October 24-25, 2024. M. Cordes, C. Green, D. McIntyre, and M. Yancey stated they would like to attend.

X. Non-Agenda Items

E. Cheek stated the Flower Fund collection will be at the next meeting. It is \$5 if you want to donate. The fund will be used during times of illness, death, or birth. Amelia Ketzle handed M. Cordes the money bag for the Flower Fund since he is now the Treasurer.

XI. Biographies and Headshot Photos for the Website

E. Cheek named those who still need bios and photos submitted: T. Becker, J. Donoghue, M. Cordes, W. Becque, M. Yancey, and D. McIntyre. T. Duermyer stated the photos can be taken at the Student Center for free on Thursdays or Fridays.

XII. Adjournment

Motion: C. Green

Second: A. Coward