

2024-2025 CIVIL SERVICE COUNCIL
Wednesday, December 4, 2024
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: William Becque, Elizabeth Cheek, Mickel Cordes, Ann Coward, John Donoghue, Todd Duermyer, Shari Garnett, Cyndy Green, Tammy Hopkins, Victor Martin, Kristen Matthews, Diane McIntyre, Marianne Schoonover, and Anthony Travelstead.

Absent: Thomas Becker and Matthew Stottler.

Guests: Amelia Ketzle, Andy Hawkins, Melissa Laake, and Nick Wortman.

III. Guest Speaker: No Guest

IV. Public Comments – (none)

V. Approval of the Minutes for November 6, 2024

T. Hopkins stated she was present at the last meeting. Mark Tammy Hopkins present for 11/6/24 minutes.

Motion: M. Schoonover

Second: C. Green

A vote commenced: 0 Nays, 0 Abstentions; The minutes from November 6, 2024, were approved as amended.

VI. Announcements – (none)

VII. Reports

A. Council President

1. **Chancellor Meeting** – The original meeting that was scheduled for December 6th has been moved to December 9, 2024.
2. **Board of Trustees Meeting** – The next meeting is December 5, 2024, at Southern Illinois University Carbondale. Council members are encouraged to attend.
3. **Chancellors Leadership Council** – There was no meeting in November. No Report.

B. School of Medicine Civil Service Council – *Megan Matzat / Dawn Hattey* – (no report)

C. Annuitants Association – *Carolyn Harvey* - (no report)

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

N. Wortman stated he has been receiving questions about the recent court decisions in East Texas about the FLSA thresholds. The Eastern District Federal Court in Texas struck down the increases in the threshold for January, but that decision also vacated the decision or the increase in the threshold from back in July. What that means, from a federal perspective, is that we and other employers are left with making a decision about what we want to do with employees' exemption status at that \$36k - \$47k range where we changed employees to non-exempt. With the new Trump administration coming in, they have appointed a new Department of Labor Director who is one of the first DOL leaders that happens to be Republican and Pro Union. Some experts are predicting that we may, in '25-26, see that threshold go up to about \$44k (about \$3k less than where we were). We haven't made any decisions here at SIU, yet. There are a couple of

schools within the state that have decided to take everybody back to non-exempt. N. Wortman stated I'm going to cabinet next week to present options and the intel that we know right now. The options are the following: leave employees as non-exempt or switch them back to exempt. D. McIntyre asked if this will affect employees' salaries. N. Wortman stated no, this is just the exemption status. The first prong of the exempt/non-exempt decision is the salary level, and if they meet the threshold to be exempt, then we look at the duties. V. Martin asked if the option of choosing overtime vs. comp. time is still available. N. Wortman stated nothing has changed right now. If someone is non-exempt and they work over 37.5 hours a week, then they're still eligible for the overtime or comp. time. M. Schoonover asked if communication was sent to the departments to notify them that the ACsE members were getting their raises. N. Wortman stated lists have been distributed to the departments to work on some of the retro calculations. The dollar an hour increase for those affected employees will hit the biweekly 25 payroll. We want to make sure that we get all the retro in for people before the end of the calendar year. E. Cheek asked if these lists included part-time permanent employees that are retirees. N. Wortman indicated he would look into it if we could provide him with a name and some more information.

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

F. Council Committees

1. **Executive/Budget – Tony Travelstead** – Committee met and set agenda.
2. **Bylaws – Marianne Schoonover** – Committee met this morning via Teams to discuss changes to the bylaws, including virtual attendance. Changes will be finalized through our committee and presented to the Council next month.
3. **Civil Service Benefits – Cyndy Green** – Committee has not met. The last time we met was the day after our last Council meeting, and we elected a Chair (Cyndy Green).
4. **Education Assistance – Tony Travelstead/Todd Duermyer**
T. Duermyer stated the holiday luncheon was really well attended, and the raffle went well. T. Travelstead stated the committee has not met. The holiday luncheon brought in \$2,890 with \$1,528 in expenses. We made a profit of \$1,362. That is the best we have done in the past few years. We concluded the Silkworm sale for the semester. Next Tuesday, November 10th, is Quatro's Day (fundraiser). More gift certificates are available. The scholarship applicant list is being put together. Three new students have applied. We may have 40-45 applicants. If you are on the Education Assistance Committee, look for a meeting notice. We have to review the candidates and get that ready for the January meeting.
5. **Elections – Tammy Hopkins**
The committee met. T. Hopkins stated A. Travelstead guided her with getting a tentative plan for after the first of the year. A. Travelstead stated the full Election's Committee is going to meet on January 30th. He and T. Hopkins will meet before that to put tentative dates together and request information from HR for the full committee meeting.
6. **Public Information – Thomas Becker** – Committee has not met.
7. **Range – Tony Travelstead** – Committee has not met.

G. Constituency Committees

1. **Academic Calendar Committee – Todd Duermyer** – Committee has not met.
2. **Advisory Committee to the Director of Public Safety – Andy Hawkins** – Committee has not met.
3. **Affirmative Action Committee – Amelia Ketzle** – Committee has not met.
4. **Computing Advisory – Ann Coward** – Committee has not met. A. Coward stated she and A. Ketzle have a new member: Bruce Fisher. Will Clark has been too busy, so he put them in touch with Bruce Fisher.
5. **Honorary Degrees – Todd Duermyer** – Committee has not met.
6. **Intercollegiate Athletics Advisory – Victor Martin** – Committee has not met.

- A. Travelstead stated they are meeting tomorrow, and he will be proxy for V. Martin.
7. **Naming University Facilities – Marianne Schoonover** – Committee has not met.
 8. **Parking and Traffic Appeals – Mickel Cordes** – Committee met on November 18th. There were four appeals; three denied and one accepted with a written notice.
 9. **Recreational Sports and Services Advisory – Shari Garnett** – Committee met on November 14th. S. Garnett stated Judy Doolin, accounting officer, and Danielle Rains, accountant II, both spoke about their duties and responsibilities at the Rec. Center. Currently, there are two position vacancies (member services & intramural sports). There are a lot of facility updates which will be posted in Teams. We will meet twice in the spring (February 13, 2025 & April 10, 2025).
 10. **Student Center Advisory – Todd Duermyer** – Committee has not met.
 11. **Traffic and Parking – Stacia Werner** - (no report)
 12. **University Joint Benefits –Dina Timmons/Elizabeth Cheek** – Committee has not met.

H. Special/Other

1. **Chancellors Planning and Budget – Elizabeth Cheek/Marianne Schoonover**
Committee has not met.
2. **Chancellor’s Task Force on Diversity and Inclusion – Tony Travelstead**
Committee has not met.
3. **Employee Advisory Committee to the Merit Board – Elizabeth Cheek**
The next meeting is January 21-22, 2025, at the SUCSS Office in Champaign.
4. **Legislative Advisory – Ann Coward**
Information about a federal district court in Texas vacating the DOL's 2024 Final Rule increasing the salary thresholds regarding exemption status for employees has been added to the Legislative Information folder in Teams.
5. **Network Empowering Women Committee – Diane McIntyre** – Committee has not met.
6. **System Staff Advisory – Elizabeth Cheek** – Committee has not met.
An email went out stating another round of leadership training will be available in January. Participation is encouraged. A. Ketzle asked if there was any discussion of the training being mandatory – the people who need it most probably are not going to volunteer to do it. A. Travelstead stated I don’t believe there was.
7. **CALPS Dean Search – Marianne Schoonover**
M. Schoonover stated we are in the midst of the final interviews for the three candidates. Two have been on campus and one is flying in tonight. We’ll do interviews tomorrow. The search committee will meet on Friday to discuss the candidates’ strengths and weaknesses and meet with the Provost to discuss our recommendation.
8. **School of Law Dean Search – Michele Tourville**
Hannah Brenner Johnson, professor of law and vice dean for academic affairs at California Western School of Law, will become the next dean of the Southern Illinois University Simmons Law School. Ms. Brenner Johnson will assume the role of dean of Simmons Law School on July 1, 2025.
9. **Assistant Vice Chancellor for Administration and Finance – Thomas Becker**
Committee has not met.

VIII. Old Business

- **Card and Flower Fund** – Donations are being collected.
A sympathy card was passed around for all to sign for Tara Moore due to the recent passing of her husband, Jami. Jami was employed by Facilities & Energy Management at SIU.

IX. New Business

- E. Cheek stated the committee assignments and meeting schedule have been updated in Teams.

The Student Services Building, Room 307 has been reserved for all the Civil Service Council meeting dates in 2025. Note: the meeting in January is on January 8th.

X. Non-Agenda Items – (none)

XI. Biographies and Headshot Photos for the Website (Mickel Cordes)

XII. Adjournment

Motion: M. Cordes

Second: M. Schoonover