

8-15-2008

## Staff Council Meeting : 2008 : 08 : 15

Staff Council

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### Recommended Citation

Staff Council, "Staff Council Meeting : 2008 : 08 : 15" (2008). *Staff Council*. 55.  
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**USF St. Petersburg**  
**STAFF Council – General Meeting**  
**August 15, 2008**

**Present:** Lori Anderson, Stephen Billick, Cynthia Brown, Eric Douthirt, Allison Etzel, Jean Ferguson, Harriett Fletcher, Annette Hamon, Johnny Henderson, Terri Johnson, Itzel (Yoli) Lanuza, Cathy McClish, Tanya Radabaugh, Nalini Soni, Jeremy Thompson, Michael Williams, Alginon Wilson, Jennifer Woroner.

**Guests:** Terri Dowling – Career Center; Diane McKinstry – Academic Success, Barry McDowell – Disability Services & Career Center.

**Call to Order:** Michael called the meeting to order at 9:30 am.

**Meet and Greet:** Stephen Billick – OMF; Eric Douthirt – Academic Affairs; Allison Etzel – Library.

**Approval of Minutes:** Minutes from the July 18<sup>th</sup> meeting were approved with the following corrections:

- Change text in Item I, Bullet 4 from ‘Who Wants to Be a Millionaire’ to ‘Who Wants to Be a Bullionaire’.
- Change text in Item I, Bullet 6 from ‘Possibly’ Campus Picnic to ‘Campus Picnic’.

**Quite Quality Award:** Presented to Nalini Soni by Barry McDowell.

**Reports:**

- President
  - Employee of the Month: Michael met with Sandi Conway, Associate Director of Human Resources, regarding STAFF Council input concerning this program. The Council provided Sandi with a list of concerns that should be addressed before implementing this program. Some of those concerns included: measurable criteria should be established to identify monthly winners, deadline for nominations should be preset, and eligibility criteria should be more clearly articulated. The Council’s recommendations were well received and have been incorporated in the program guidelines.
  - A standing monthly meeting between Sandi and Michael has been scheduled to discuss any new campus initiatives as well as any concerns that STAFF may have. The first meeting is set for September 8<sup>th</sup>.
  - Union Negotiations: The Union’s proposal of a 13% pay increase was rejected by USF at the last meeting. In return, USF proposed a lump sum bonus of:
    - \$2000 for employees earning \$45,000 or less (less taxes) and
    - \$1500 for employees earning \$45,000 or more (less taxes)

- A ratification vote must be conducted to accept or reject the tentative Collective Bargaining Agreement. The vote will include all eligible in-unit employees from all four USF campuses.
  - Since the Council had been previously informed that salary reserves were put aside in a special account, the question was raised as to why not distribute the monies as a pay raise instead of a bonus. Michael has scheduled a meeting with Dr. Dhingra regarding how this lump sum bonus will be funded.
  - A request was made for the Union to have at least one lawyer present and representing STAFF during negotiation meetings.
- Strategic Planning Committee- Annette Hamon
    - Goals for the University academically and socially are going in the right direction. Sub-committees for the six (6) goals are being setup now – contact the assigned staff member for the desired committee if you would like to join. Get involved!
    - Initiatives should be ready by the end of September.
- Uniform Task Force
    - The Task Force looked at alternatives for uniforms within the current budget constraints that would benefit employees without putting a financial burden on USF or employees.
    - The best price of \$18.50 per shirt was submitted by Logomotive Inc.
    - Cathy, speaking on behalf of OMF employees, stated that employees could not afford to contribute their personal funds in order to purchase a uniform logo shirt.
    - After a brief discussion, a motion was introduced to terminate the work of the Uniform Task Force. The motion was approved 18-0.

**Adjournment:** Meeting was adjourned at 11:15 am.