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Staff Council Meeting : 2008 : 02 : 15

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USF St. Petersburg
STAFF Council – General Meeting
Friday, February 15, 2008

Present: Michael Williams Sr., Jean Ferguson, Barbra Higel, Itzel Lanuza, Tanya Radabaugh, Alginon Wilson., Lori Anderson, Julie Jakway (guest), and Patricia Scott, A&P Council Rep.

Call to Order: Meeting called to order at 9:35am.

Meet and Greet: Julie Jakway, Asst. Regional Vice Chancellor of Administration & Finance, and Patricia Scott, A&P Council representative.

New Business:

I. Budget Update: Presented by Julie Jakway

•The USF System Budget Council, which meets every Friday in Tampa, is continuing to work on the budget plan. USFSP has established a local Budget Council to make recommendations to the Regional Chancellor regarding budget reduction strategy. The Council's tasks are listed below:

- 1) Communicate with campus constituents
- 2) Generate Budget Reduction Ideas
- 3) Generate Revenue enhancement Ideas
- 4) Adopt Budget Reduction guiding Principles
- 5) Create non-personnel budget restraint list
- 6) Create summary report of deliberations and recommendations

• Ideas for cutting the budget and generating revenue should be submitted to:

Ideas@stpt.usf.edu.

II. Union Negotiations:

February 8th meeting was postponed pending USF's budget information. Michael forwarded a message to union officials expressing concern that the window of opportunity to allocate funds placed on reserve for STAFF salary increases was closing rapidly.

III. Summary of AFSCME January 31st meeting:

- Five points in bargaining compensation according to chapter 447 including comparison of annual income of similar public positions in local area, interest and welfare of public, availability of funds. The first point is typically given the most emphasis – Information needed in compensation data for Tampa Bay area.
- Discussion of New College's recent agreement (2% base salary increase for competitive market value plus \$2,000 one-time bonus).
- USF has not provided any pay increases since 2003 (this does not include any increases by the State).

- Suggestions for Proposal to USF:
 1. Shift pay increase of \$.25 (those that work 6pm-6am).
 2. Extra pay to folks designated to 'Essential Team' for emergencies, disasters, etc (double time).
 3. Parking fees as term of employment (2003 employee rates)
 4. Competitive market salary (min. starting salary, \$9.75)*
 5. Compression/Inversion of salary ranges (use formula similar to that in faculty contract).
 6. Compensation study of new classification system.

* As of Mar 07, >200 USF employees meet Federal Poverty Standard; >700 employees do not meet Living Wage Standard of \$31,000 for one adult/one child household (data from Economic Policy Institute).

IV. Joint Ideas for Improving Morale:

- STAFF and A&P Council would like to join forces on Ideas for Improving Morale. A&P Council supplied a list that includes compensation, recognition and training. STAFF needs to submit a list. A joint resolution from both Councils will then be submitted as to what is needed on USF St. Pete campus.
- Please submit ideas to Michael as soon as possible.

Old Business:

The minutes from Jan. 18th meeting were read and adopted with the necessary change of verifying with Academic Success Center the availability to assist in writing outstanding employee nomination letters.

Adjournment: Meeting adjourned at 11:20am.