

Staff Council Agenda

Date: November 10, 2021

Location: Zoom

Zoom: <https://uidaho.zoom.us/j/87354850554>

1. Call to Order [1 min] - Emily
2. Attendance [3 mins] - Renee
3. Approval of Minutes [5 mins] Emily
 - a. October 2021 - Approved
4. Staff Member of the Month [3 min] - Tami
Amy Kingston – Academic Publications editor for the Registrar’s office, submitted by Rachel Halverson
5. Presentations

- a. Market Based Compensation Overview – Lodi Price, Human Resources Classification & Compensation Specialist [40 mins]

Market rates are established by: BLS, industries rates, as well as weighted averages from surrounding states, Cupa-HR (R2). Processes behind the scenes for job descriptions are done with code matching with BLS, which also includes position market rate calculations. Target salaries capture unique contributions to individuals and what they bring to the position. Equity measurements are considered as well.

- b. Staff Compensation Committee Update – Eric Winford, Committee Chair [15 mins]
University minimum wage discussion is transpiring (\$15). Some concerns the committee is addressing are compression issues if the minimum wage increases.

- c. Sustainability Efforts and Recycling – Olivia Wiebe, Sustainability Coordinator [20 mins]
Solid waste and surplus is currently experience a staffing shortage. Main concern regarding the operational implementation of recycling is the funding and staffing of the program on campus. Possible single point collection, awareness, education and marketing strategies will be fourth coming. Additional resources can be found on the website.

6. Reports [15 mins]
 - a. Human Resources - Brandi
 - i. Annual evaluation reminder
 - ii. Non-renewal timeline information will be sent to Supervisors.
 - b. Faculty Senate – Bob or Ben
 - i. No updates given
 - c. Elections & University Committees - Erika
 - i. Ballot will be sent by the end of the week with the current vacancies
7. Parking Lot Topics [2 mins] – Emily
8. Good of the Order [5 min] – Emily
 - a. Job families
 - b. Temp work for additional duties being completed
 - c. Basketball tickets are available by contacting Christine Wallace
9. Close [1 min] – Emily
 - a. Adjourned 10:23am

Meeting Guidelines

1. The monthly agenda will be posted in Teams (UI-Staff Council) under the general channel and agenda tab. A copy of the agenda will also be emailed before each meeting and posted to Staff Council’s website.

2. Each agenda item will be assigned an estimated time limit. All council members are encouraged to hold the agenda item owner accountable to time and topic integrity.
3. Discussions will spur questions and topics not on the agenda. Those items will be recorded in the topic parking lot section of the agenda and meeting minutes. Items in the parking lot will be reviewed by the Staff Council officers. If the items align with the parameters of Staff Council's mission, they will be added to the next month's agenda as new business.
4. Presentations and subsequent Q&As will be time limited. If more time is needed, items may be posted in the parking lot and presenters may be invited to future meetings. The desired outcome is a presentation specific to topics that align with Staff Council's purpose.
5. If training or long-form presentations are relevant to staff, Staff Council is happy to facilitate brown bag lunches or other such meetings.
6. Committee chairs may request time to present updates. The agenda will no longer allow for round robin reports.