



# University of Idaho

## Staff Council

### Staff Council Talking Points

**Dates:** Feb. 9, 2022 - [Recording of Zoom meeting](#)

### Staff Member of the Month

Elissa Keim - Director, Professional Development & Learning

Elissa is a joy to take trainings with, she is passionate about the topics and engaging her audience. She also highly values staff and faculty and knows a lot about the historic and current strengths and challenges of U of I. She's always willing to help, despite being very busy, and she has great ideas for collaboration.

Elissa was nominated by Laura M Heinse - Senior Proposal Development Specialist

*Staff Member of the Month is selected from the previous month's Kudos – [submit a Kudos for a staff member](#).*

### Compensation Committee CEC Recommendations

Eric Winford presented a CEC (Change in Employee Compensation) recommendation from the Staff Compensation Committee. Though the CEC budget is not yet approved, there could be more funding than in prior years and the recommendations include:

- A phased approach to bring increases, using the Market Based Compensation model where staff farther from Target Pay would be given a larger increase. This increases salaries for all staff and narrows the gap between those that are paid below Target. Staff Council will vote after further review of the presentation. [SCC CEC Recommendations may be found here](#).

- Encouraging HR to develop a merit pay model for staff with recommendations by the committee, that would only be implemented after staff have made significant improvements towards achieving Market Target.

Through emergency meetings earlier in the fiscal year, the Staff Compensation Committee already made the following recommendations that impact CEC.

- \$15 minimum wage
- Increase minimum exempt salaries
- RATA pay increases

A discussion of merit pay followed the presentation. There is no final policy to handle merit pay over the whole university. Vice President of the Division of Finance and Administration Brian Foisy addressed some of the issues in the discussion.

You are encouraged to provide any feedback you may have regarding these recommendations to a member of [Staff Council](#) or the [Staff Compensation Committee](#).

## Reports

The Awards and Recognition Working Group received a large number of nominations for staff awards before the deadline. There is no date yet for the joint ceremony celebration staff and faculty. Look for an all-staff survey regarding the choice of recognition item.

The Wellness Working Group is drafting a survey tool to assess staff wellness across campus. The survey will address a wide range of wellness factors and help inform university-wide recommendations related to employee wellness. The working group is also working to enhance healthy options in vending machines.

Onboarding Working Group is working on an executive summary and report that will be available spring 2022.

## Upcoming

The next meeting will be Wednesday, March 9, at 9 a.m. via Zoom. Staff Council will hear a presentation from the University Ombuds, Laura Smythe. All are welcome to join.

**ZOOM LINK:** <https://uidaho.zoom.us/j/87354850554>.



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