



Staff Council

Staff Council Agenda

Date: October 9, 2024

Location: Zoom

Zoom: <https://uidaho.zoom.us/j/87129561969>

1. Call to Order & Welcome [1 min] – Cody - Welcome
2. Attendance [3 mins] – Renee – Quorum: 20/26
3. Approval of Minutes [2 mins] Cody
 - a. September 2024 – Minutes approved
4. Staff Member of the Month **Delora Shoop** [3 min] – Tami – Congratulations on a job well done!
5. **CEC Information and questions** [20 mins] Michele Mattoon – Recommendations from last year: <https://www.uidaho.edu/-/media/uidaho-responsive/files/governance/staff-council/talking-points/cec-documents/fy24-25/fy25-staff-cec-allocation-recommendations.pdf?la=en&rev=fe33ac49f3cf441aadabdd025e9dfcee>. Decisions by the legislature regarding CEC increases are based on GenEd dollars. Things that come off the top – FLSA exempt requirements, Faculty promotions, TA compensations. The remainder CEC increases are used: 1) Across the board increase 2) Target/market system 80% 3) Merit pay. Future ideas – Longevity increases, changing the %'s to the three targets. The current inflation rate is 2.5%, should the recommendation be a flat amount given. Adjust the merit pay to strategic pay. Please email the CEC comptaskforce@uidaho.edu. Future meeting requested with Kim Salisbury to discuss the Target/Market 80%.
6. **Annual Benefits** – Brandi – Annual enrollment informational sessions can be found here: <https://www.uidaho.edu/human-resources/benefits/annual-enrollment/information-sessions>. Some changes – rate increases to medical; Delta dental is enhanced; visions no change; HSA increases allowed; PPO standard amount has decreased; Will be adding a cancer care program; Long-term care benefit; Grad-Fin student loan debit; mental health (online resources).
7. **FLSA** – Exempt min. threshold has increased \$63,128.00 for exempt. Existing employees – 1) unit can request a reasonable increase less than \$2,000. 2) “N” class will maintain benefits but is overtime eligible/timesheets. Compression/Equity issues. New positions must meet duties and salary requirements.

8. Reports [15 mins]

Staff Council Working Groups:

- a. Dependent Tuition – No update
- b. CEC Staff Compensation Committee – moved to main discussion, bring questions for Michele
- c. Human Resources – Brandi – Benefits update already given
- d. Employee Training – Elissa – Please get the trainings completed
- e. Faculty Senate – Barb, Nicole – CEC discussion will continue; State discussions are being had; Resolution from UCC draft regarding the class schedule: <https://www.uidaho.edu/-/media/uidaho-responsive/files/governance/faculty-senate/meetings/faculty-senate-meetings-2024-25/fall-2024/09-mtg-binder.pdf?la=en&rev=01d105924d234582bb46f997fdc4e496>.
- f. Elections & University Committees -Crystal –currently working on committee updates an email and ballot will be forthcoming.
- g. OIT – Tom – Windows 11 updates required October 2025: currently 1072 systems are not compatible. Check your system: <https://support.uidaho.edu/TDClient/40/Portal/KB/ArticleDet?ID=2980>. Email for

questions and concerns: oit-tspcore@uidaho.edu. If your system is compatible the TSP will re-imaged.

- h. UCM – Annie – Website updates are now in phase 2 – More information coming.
 - i. SC Leadership Report –Cody-Annie – Strategic plan update - Heron would like to present at next staff council.
9. Good of the Order and Member Announcements [5 min] – Cody – No topics
10. Close [1 min] – Cody – Adjourned 10:41am