

Illinois State University

Civil Service Council (CSC) Meeting

November 20, 2007

Approved Minutes

Present: Barb Arbogast, Dave Bagnell, Vicki Bryan, Jac Copes, Tom Cotton, Ted Coussens, Jeanette Harrison, Brian Huonker, Linda Klawitter, Melody Palm, Theresa Sanchez, Pam Burress

Absent: Nancy Spangler, Dave Turner, Kevin Wiand, Sarita Cox, Jan Jolynn Staley

Guests: Jan Cook

Council Chair Melody called the meeting to order at 12:02 pm.

-**Approved minutes:** Nov 6th minutes – Theresa/Jeanette motioned and seconded, motion carried.

Ongoing Discussion Topics:

- **Fall activities –**

- o Bus Trip – Sat, Nov 10. Pam - 80 people attended, profit - \$232 with new pricing structure, with old pricing structure we would have been out \$40. It was fun, there were emails asking if there would be another trip in the spring (someone said they would like it every-other month), excellent feedback from all.
- o Children's Holiday Party – Dec 1. Jan Jolynn contacted council, 'email flurry' began Friday and between 9am-4pm, received RSVP's from 150+, Melody said if Council members are helping to RSVP since athletics are including free tickets as a gift and numbers will be based on number of responses. Jeanette – candy/etc. purchased for the goody bags? Barb – has some carry-overs from church functions, may not have to purchase any candy; different this year, not a lot of little pieces, larger packages; took little kids into consideration moreso this year, so no choking hazards with the larger candy/packages. Planning to arrive the 1st at 9:30 to coordinate; various other items accumulated for the goody bags, cups, Melody will have bowling/billiard coupons. Barb has crayons from last year, stores having probs keeping school supplies stocked, how about taking the ~30 boxes of crayons over to the daycare (not enough to go around for the bags)? Linda – maybe take out only two-four crayons, make them go farther? Theresa – where did the funds come from? Melody and Barb seemed to think they came from the general revenue funds, Theresa stated she thought the GRF cannot be used for those purposes (or items purchased with it), will look for more info. Consensus from Council was to break up the boxes and splitting them up so there's a few crayons in each goody bag.

Reminder: you do not need to be a council member to help out at the Party (and we need all the help we can get)!

- o Distinguished Service Award Nominations due by Dec 3. One submitted so far, contacts that a second is coming. Last year noone was selected for the Espirita Corp award, any submissions need to be made before the January meeting due to printing/processing times.
- o Monicals fundraiser – Pam – received check for \$193.
- o Brotherhood Tree – there is a note/reminder in Nov OpenLine. Boxes located at various locations throughout campus, locations can be found online, collections until Dec 18.

- **EAC-** Dave Turner not present, no news.

- **Annuitants Representative** – Jan C. - Annuitants have been scheduling a number of new meetings/sessions, trying to make them as accessible as possible. Will be about an hour, maybe brown-bag lunch hour, suggested for evening as well (so more open-ended, can extend if questions come up). Is there a time that would be better/easier? In the Bone Student Center for parking ease? Dave B. – evening would be

easier, some people have a strict lunch hour should the session extend beyond.

- **Academic Senate/Campus Info/Foundation –**

- o Provost Finalist Interviews – Melody – Task Force report had an extensive Provost listing/search committee, taking a 'different avenue' since 30+ provost searches at similar universities nationwide, hence campus made more open/more sessions to make it more appealing to prospective candidates, make the whole process more open to the campus community. Melody asked council members to attend as many 2:30-3:30 time slots (Mondays and Thursdays for the next two weeks) as possible, Milner Library 164D. If you do know you are going to attend, please contact Melody so they can make sure there's a nametag, also so others have some idea of what to expect/who will be present.
- o University Calendar Update – At the time, only student-related info is posted was the response to the search for more info, have now received contrary info (may be possible to post meeting dates on the Calendar), also may have a Council member with access to post items directly. Brian – new calendar is coming next summer, this probably will be when this will be possible.

- **OpenLine** – Pam – next deadline Dec 4, will probably be a short one, usually contains items from Children's Holiday Party, cannot think of any big announcements/events before Christmas break. Will need to have January-event dates included before the deadline.

- **Human Resources** – Nancy not present, no news.

- **CS System discussion** (discussion carried over from last meeting; may extend to multiple meetings as time requires) –

- o Trends in CS Employee Data – Jac – some time ago sent out an email containing info regarding exempt/non-exempt employees, seems that both are civil service employees versus A/P, grouped together, so previous email was wrong. Melody – different meanings of 'exempt', ISU fact book based on full-time equivalence, in other places it's 'body-counts', so difficult to get a sense of what the 'real' numbers are. Jac – seems like there's a lot of 'smoke and mirrors' in this business, has come to completely distrust some of the sources of info that are shared at this table. Dave B. – knows they will use budgeted money/job numbers to other places, have done it to two plumbers he knows of (retired, not filled the position, created a different position with the funds); doesn't know that they ask anybody to do that, just move the money and make a new position. Melody – due to hiring freeze, there's hardly a dept on campus that has not had a similar situation (retirees' positions not filled). Dave B. – used to be a full-time plumber hired when a new building goes online, to the best of his knowledge knows the College of Business doesn't have one. Theresa – question: issue has been around for a long time, with CS numbers/A/P numbers changing, how does this issue affect me, how does it make a difference to me that ten years from now we'll have half the employees? Jac – 'smacks' the idea of guilds/trade-unions, to take care of one's own; example – individual and circumstances came around that caused the individual to be hired; if we as adults don't make an arena for youngsters to come around then there won't be any coming around. In Jac's experience, A/P

easier to hire/release than CS. CS has the image of once you're in, you have a 'ride for life', and this is not the case. It is better situation perhaps than A/P should a person hit a rough patch as far as job security. Dave B. – understands it as a tradeoff of higher pay (can make a lot more money as a plumber elsewhere), but the benefits, security, and having to work under this system are part of the tradeoff. A/P tend to be paid a little more, but it's a tradeoff and they sacrifice job security for that pay. Brian – our benefits come through the Civil Service System, they organize our benefits; without it, it would be the A/P or governor would decide. Dave B. – for A/P, benefits can be negotiated. Melody – if you've been in an A/P position for 3 years, they have to pay a full-year's contract should you be let go. Brian – without the CS system, I'm at the mercy of the university (does not fall under any Union titles), so it's the system that provides the bargaining power. Linda – we had two farm workers who were A/P, they couldn't deal with the insecurity, the two quit, after they left they converted the positions to CS. Theresa – that's the first time I've heard of them converting them that way (from A/P to CS, rather than CS to A/P). Brian – in his experience, HR seems to prefer to fill/create CS positions versus A/P. He took a test that was at least ten years behind the current technology, the students coming out of school right now aren't taught this stuff, hence a lot more A/P to bypass the test so that they could hire someone. If there are fewer CS employees, he is concerned that we lose some benefits-bargaining power. Theresa – I've looked/applied for A/P positions, recognizes that there are some tradeoffs for the security/pay for CS/A/P. Linda – thinks the union's concern is that as the CS numbers go down, the union loses some strength, understandably that's why union gets concerned about dropping CS numbers.

Barb - what decisions do they make/are made to determine if a position is to be CS or A/P? Pam – they have CS and A/P coordinators, maybe the council should invite one of each to a meeting to explain? Linda – why did they introduce A/P to begin with? Brian – his understanding that no CS job description filled the bill, needed another means of hiring for that position; some of

the A/P jobs are based on grants, if you can't guarantee a year-to-year salary, can't make it CS; but who decides when it's one or the other? Dave B. – we have had to lay guys off when work orders were low/not there for a few months.

Melody will contact HR for a meeting with such individuals (CS and A/P coordinators), probably for the late January meeting (only one in Jan). Vicki – how about the first Feb meeting? May be hard to make the January meeting for some due to the beginning of the semester and more student activity; Melody agreed.

Theresa/Tom motioned to adjourn, motion carried at 12:58pm.

Reminders:

- Deadline for next two OpenLines – Dec 4, Jan 2
- CSC Meetings – Dec 4: Educating Illinois Task Force Presentation; Dec 18
- Children's Holiday Party – Sat Dec 1, 10:45-12:45 (Horton Field House)

Web Sites of interest:

- State Universities Civil Service System: <http://www.sucss.state.il.us>
- SUCSS Classification Status Notices: <http://www.sucss.state.il.us/cpm.asp>
- Annuitants: <http://www.annuitants.ilstu.edu>
- Civil Service Council: <http://www.cscouncil.ilstu.edu>
- A/P Council: <http://www.apcouncil.ilstu.edu>
- Academic Senate: <http://www.academicssenate.ilstu.edu>
- Human Resources: <http://www.hr.ilstu.edu>

The next regular Civil Service Council meeting will be held Tuesday, December 4, 2007 at Noon in the Bone Student Center Spotlight Room.