



Staff Council Meeting
Minutes
July 24, 2013

Members Present: Bobbie Brown, Miekka Cox, Gyneth Fehribach, Brandan Garrison, Stephanie Hawes, Stephanie Higgins, Sarah Howard, Tammy Johnson, Kim Jost, Cindi Kueber, Amanda Mitchell, Pam Moore, Betsy Mullins, Nita Musich, Britney Orth, Michelle Simmons, Jacki Spainhour, Lisa Wulff

Members Absent: Lesley Attebury, Gloria Butz, Jeri Broshears, LaVerne Jones

Past Members Present: Mary Ann Bernard, Terry Martin

Guests Present: Donna Evinger, Andrea Gentry

Mary Ann Bernard led the first portion of the Staff Council Retreat with ice breakers.

Approval of Minutes: The Minutes from the June 27, 2013 meeting were reviewed. Bobbie Brown moved that the minutes be approved with changes and Betsy Mullins seconded. Motion passed.

Committee Reports:

Employee Relations: No report given.

Economic Benefits: Betsy Mullins still needs to meet with Chris about getting discounts without putting much money on the Eagle Access card.

Nominating: Alternates need to be reminded and/or notified about the term they are serving based on the person replaced and when they need to run.

Officer Elections: Betsy Mullins was voted as Chair, Jacki Spainhour was voted as Vice Chair, and Michelle Simmons was voted as Secretary.

The committee members were selected for all committees as follows:

Economic Benefits

Bobbie Brown
Jeri Broshears
Miekka Cox
Brandan Garrison
LaVerne Jones
Sarah Howard
Cindi Kueber
Pam Moore
Britney Orth
Stephanie Hawes

Employee Relations

Lesley Attebury
Gyneth Fehribach
Stephanie Higgins
Kim Jost
Amanda Mitchell
Michelle Simmons
Jacki Spainhour
Gloria Butz
Nita Musich
Tammy Johnson
Lisa Wulff

Nominating

Miekka Cox
Nita Musich

By Laws

Bobbie Brown
Kim Jost
Michelle Simmons

Volunteers for additional committee service are as follows: Miekka Cox with Faculty Senate, Brandan Garrison with the Safety Committee, Stephanie Higgins with the Substance committee and as Employee Ambassador in training, Amanda Mitchell as Employee Ambassador, Pam Moore with EOE, and Betsy Mullins with Parking Committee and Administrative Senate.

Andrea Gentry was the guest speaker for the retreat. She spoke of the USI Foundation and the ongoing Capital Campaign to raise \$50 million for USI.

The meeting broke for lunch catered by Spuds-N-Stuff.

The committees broke for selection of chairs, selection of meeting times, and to discuss goals for the upcoming year.

Volunteers were requested for assisting with the Fall Support Staff Meeting and Annual Employee Recognition Lunch. Those volunteers are Pam Moore, Stephanie Hawes, Cindi Kueber, and Tammy Johnson for the Support Staff Meeting and Amanda Mitchell, Pam Moore, Stephanie Hawes, and Kim Jost for the Employee Recognition Lunch. The names were sent to Donna Evinger and Jamie Schaefer in Human Resources.

The group discussed topics for the next year and what committee might head up the discussions. These topics are:

- Food boxes and a Good Will Truck at student check out in the spring – ER
- Professional Certificate Program across the university. – Both
- Information hotline/hub and visitors welcome center – Both
- Vacation and sick hours increase after 10 years – EB
- Higher percentage payout of sick time at retirement – EB
- Additional credit hour reimbursement for summer sessions – EB
- Cross class/university agreement – EB
- Morale across faculty, staff, and administration; supervisor training/retraining – Both
- Cross evaluations; 360° peer review - Both
- Volunteer Day encouraged by departments - EB

Staff Council meetings were determined to meet on the 4th Friday of each month at 2:00pm unless otherwise notified with Economic Benefits meeting the 3rd Wednesday and Employee Relations meeting the 3rd Thursday.

There being no further business, Betsy Mullins adjourned the meeting.

Respectfully Submitted,

Michelle Simmons
Secretary



Staff Council Meeting
Minutes
August 30, 2013

Members Present: Jeri Broshears, Bobbie Brown, Gloria Butz, Miekka Cox, Gyneth Fehribach, Stephanie Hawes, Stephanie Higgins, Sarah Howard, Amanda Mitchell, Pam Moore, Nita Musich, Britney Orth, Michelle Simmons, Lisa Wulff

Members Absent: Lesley Attebury, Brandan Garrison, Erin Hollinger, Tammy Johnson, LaVerne Jones Kim Jost, Cindi Kueber, Betsy Mullins

Guests Present: Donna Evinger

Michelle Simmons opened the meeting.

Approval of Minutes: The Minutes from the July 24, 2013 meeting were reviewed. Nita Musich moved that the minutes be approved with changes and Bobbie Brown seconded. Motion passed.

Committee Reports:

Economic Benefits: Just getting started with nothing to report at this time.

Employee Relations: Stephanie Higgins will be sending out an email next week to introduce this year's Archie's Closet Food Drive competition. There is an email template ready. We will be able to reuse the signs from last year with just a date change replacement.

Nominating: No report given.

Other University Committee Reports: Miekka Cox will send out an email to fill a vacant committee seat.

Donna Evinger was unable to meet on the budget proposals and will bring that information to the next meeting.

Old Business: Michael Mikulski won this year's Support Staff Recognition Award. Recommendations for next year included not announcing all nominees. Also recommended is that the voting not be anonymous. It was asked if the recipient receives anything permanent since it is a traveling trophy and Donna Evinger said the recipient receives a certificate as well.

New Business:

Information Hotline: Not much was discussed as Betsy Mullins was absent. One recommendation was that all committees be involved.

Founder's Day: Founders day is September 17, 2013. Nothing more was mentioned.

There being no further business, Stephanie Hawes motioned to close and Amanda Mitchell seconded. The meeting was adjourned at 2:30PM.

Respectfully Submitted,

Michelle Simmons
Secretary



Staff Council Meeting
Minutes
September 27, 2013

Members Present: Lesley Attebury, Gloria Butz, Miekka Cox, Stephanie Hawes, Sarah Howard, Kim Jost, Cindi Kueber, Amanda Mitchell, Betsy Mullins, Michelle Simmons

Members Absent: Jeri Broshears, Bobbie Brown, Gyneth Fehribach, Brandan Garrison, Stephanie Higgins, Erin Hollinger, Tammy Johnson, LaVerne Jones, Pam Moore, Nita Musich, Britney Orth, Lisa Wulff

Guests Present: Donna Evinger, Clare Scheller

Betsy Mullins opened the meeting.

Approval of Minutes: The Minutes from the August 30, 2013 meeting were reviewed. Miekka Cox moved that the minutes be approved and Kim Jost seconded. Motion passed.

Special Speaker: Clare Scheller spoke to the Staff Council about the USI Dance Marathon for Riley. She wants to create awareness across campus. The USIDM is not a dance, but an event to end the year's campaign. She provided cards with pins to distribute across campus. The event is for students to attend with families from Riley also invited.

Committee Reports

Economic Benefits: No report given.

Employee Relations: Stephanie Higgins and Lisa Wolff were collecting the food boxes during the meeting. There will be a report at the next meeting regarding the competition winner and how many items were collected. We are taking ideas for the Employee Picnic. The current idea is a 70-80's theme. The committee has added a new event, a spring food and donation drive at resident move out.

Also discussed was providing cold drinks to staff that work outside in summer, mile markers or a posted walking path with distance, and an alternative to Weight Watchers at work that would get staff, faculty, and students involved.

Nominating: No report given.

Other University Committee Reports: Miekka Cox will send out an email to fill a vacant committee seat.

Donna Evinger was unable to meet on the budget proposals and will bring that information to the next meeting.

New Business: LaVerne Jones has resigned from staff council. Tammy Johnson will now be a full member taking over the remainder of LaVerne's time. Tammy will need to run in the next election as the term ends in 2014.

Donna Evinger gave the outcomes for the 2013-14 Staff Council budget proposals. See report provided.

There being no further business, Kim Jost motioned to close and Stephanie Hawes seconded. The meeting was adjourned at 3:20PM.

Respectfully Submitted,

Michelle Simmons
Secretary



**USI Staff Council
Proposals for 2013-2014**

Proposal:

6% Raise for support staff

Benefit to USI:

To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community and Increase the diversity of faculty, staff, and student body.

Proposal:

Increase in pay for degreed staff employees. A similar proposal was made in for the 2011-2012 and 2012-2013 budget.

Current Benefit		Proposed	
Associates	\$100 annually .05 per hour	\$400	.21 per hour
Bachelors	\$200 annually .10 per hour	\$500	.26 per hour
Masters	\$600 annually .31 per hour	\$900	.46 per hour
+30	\$300 annually .15+ .31 = .46 per hour	\$600	.31 +.46 = .77 per hour
+60	\$400 annually .21+ .31 = .52 per hour	\$700	.36 +.46 = .82 per hour
PHD	\$800 annually .41 per hour	\$1600	.82 per hour

Benefit to USI:

To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community; Increase the diversity of faculty, staff, and student body; Increase the graduation rate.

Proposal:

USI employees currently receive a fee waiver for 15 credit hours per academic year. Split among the three semesters, this allows for three courses in the fall, three courses in the spring and one course in the summer. We propose increasing the fee waiver to 18 credit hours per academic year with a cap of 9 credit hours per semester with the summer as one semester.

Benefit to USI:

Employees' currently pursuing an undergrad or graduate degree will be delayed up seven semesters for obtaining their degree at the current fee waiver limit. With the additional 3 credit

hours employees will be able to complete their undergrad or graduate degrees on average two and a half years sooner.

	15 credit hours	18 credit hours
Undergraduate Degree (124 credit hours for completion)	21 semesters for completion	14 semesters for completion
Graduate Degree (36 credit hours for completion)	6 semesters for completion	4 semesters for completion

Proposal:

Vacation Cash Out plan which allows support staff employees to sell their unused vacation hours back to the University. Participating employees must have at least five days or (37.5 hours) remain in their vacation bank at the time of the payout and can only cash out five days (37.5 hours) per year. Vacation time would be sold to participating employees at their base pay rate at the time of the payout. The payout would occur once a year with a nonfiction deadline in May and the payout occurring in July.

Example:

Employee with a vacation bank of 82 hours may sell back 37.5 hours leaving 44.5 hours in their vacation banks and would be paid in one lump sum (at the end of the fiscal year or last pay period of November.)

Benefit to USI:

This would allow employees greater flexibility in the time off and cash compensation and could be a good retention and recruitment tool.

Proposal:

The full time fee scale for USI Affiliated Families for child care at the Children’s Learning Center is based on the parent’s gross income. The scale starts at \$135 a week for two years and \$120 a week for three year olds with the parent’s gross income under \$35,000. Based on the average salary for support staff of \$23,000 we propose adding fourth tier.

Current Fee Scale

	Under \$35,000	\$35,000 to 50,000	\$50,000 to 75,000	Over \$75,000
Two Year Olds	\$135/week	\$140/week	\$150/week	\$160/week
Three to Five Year Olds	\$120/week	\$120/week	\$130/week	\$145/week

Proposed Fee Scale

	Under \$25,000	\$25,000 to \$35,000	\$35,000 to 50,000	\$50,000 to 75,000	Over \$75,000
Two Year Olds	\$100/week	\$135/week	\$140/week	\$150/week	\$160/week
Three to Five Year Olds	\$100/week	\$120/week	\$120/week	\$130/week	\$145/week



Staff Council Meeting
Minutes
October 25, 2013

Members Present: Lesley Attebury, Bobbie Brown, Gloria Butz, Brandan Garrison, Stephanie Hawes, Stephanie Higgins, Amanda Mitchell, Betsy Mullins, Nita Musich, Britney Orth, Michelle Simmons, Lisa Wulff

Members Absent: Jeri Broshears, Gyneth Fehribach, Erin Hollinger, Sarah Howard, Tammy Johnson, Kim Jost, Cindi Kueber, Pam Moore

Guests Present: Donna Evinger

Betsy Mullins opened the meeting.

Approval of Minutes: The Minutes from the September 27, 2013 meeting were reviewed. Nita Musich moved that the minutes be approved and Lisa Wulff seconded. Motion passed.

Committee Reports

Economic Benefits: No report given.

Employee Relations: Lesley stated that the Giving Tree had 13 applications at the time of the meeting and that she is waiting to hear from International Programs on the number of international students staying on campus during the winter break. Dates have been set as follows: Applications due by November 1st, extension date is set for November 8th, department trees to be set up on November 15th, ornaments delivered by November 18th, gifts due by December 4th, sorting of gifts to be December 5-6, and pick-up of gifts will be December 9-10. Gifts will be stored in the library near Lesley's office. Pick-up will be at the loading dock.

Stephanie Higgins gave the update for Archie's closet. We collected 3,327 items this year. This was less than last year by 331 items. It was still a great collection. The ROTC helped this year by picking up all boxes that could not be delivered by the departments. It was discussed that we should get a card for the ROTC to say thank you.

We opened the topic of benches at the bus stops around campus. Amanda Mitchell said she would get with Steve Helfric to look into this.

Nominating: No report was given, however, Lisa Wulff joined the committee.

Other University Committee Reports: No other reports were given.

New Business: Betsy Mullins brought up the topic of a "campus closed" day during Fall Break. Michelle Simmons suggested changing that from Fall Break to Spring Break. This was given to the Economic Benefits Committee to discuss.

Betsy also brought the wording of the bereavement section of the employee handbook to the attention of the council. It was discussed to either clarify what is already written or to amend the section to include first cousins. At this time, it is unclear in the wording whether cousins are included, but according to HR, they are not. It was decided to look into clarifying the wording first then consider a change in the future to possibly include first cousins.

Miekka Cox has accepted a new position that removes her from qualifying for Staff Council. Erin Hollinger becomes a full member of staff council to finish Miekka's term of 2012-2014. Erin will need to run again next year to continue with the staff council. Betsy will get with the Nominating Committee about new alternates.

Discussion/Announcements: There will be a guest speaker for the next meeting. We will hear from Dr. Frank about the strategic plan.

There will also be a presentation from Kiessling and Coleman. The meeting date for the month when this presentation is scheduled may need to be adjusted to accommodate the presenters.

It was discussed that the Support Staff Trophy be re-thought. The trophy is large and does not fit easily on recipients' desks/work spaces. It was noted that maybe a plaque with many names to show all recipients along with a smaller non-monetary award be used along with the award check. Betsy will check with Chris Jines who helped start the award on Donna's recommendation.

Other Business: It was asked of Donna if there was any way that Family Sick could be tracked on MyUSI. Donna will look into this.

There being no further business, Bobbie Brown motioned to close and Stephanie Higgins seconded. The meeting was adjourned at 3:00PM.

Respectfully Submitted,

Michelle Simmons
Secretary



Staff Council Meeting
Minutes
November 22, 2013

Members Present: Lesley Attebury, Bobbie Brown, Gloria Butz, Gyneth Fehribach, Brandan Garrison, Stephanie Hawes, Stephanie Higgins, Sarah Howard, Tammy Johnson, Kim Jost, Cindi Kueber, Amanda Mitchell, Pam Moore, Betsy Mullins, Britney Orth, Michelle Simmons, Lisa Wulff

Members Absent: Erin Hollinger, Nita Musich,

Guests Present: Kat Draughon, Pat Zimmerman

Betsy Mullins opened the meeting.

Approval of Minutes: The Minutes from the October 25, 2013 meeting were reviewed. Stephanie Hawes moved that the minutes be approved with changes and Bobbie Brown seconded. Motion passed.

Kat Draughon discussed the strategic plan's success. She showed how graduation rates, experiential learning opportunities, and diversity have all increased. She talked about the new Hertz rental car program and the synchronization of organizations. Various departments have increased hours toward the 24/7 campus initiative. Student satisfaction, determined through a student survey, was shown to be higher on average at USI than at comparable campuses across the country.

Committee Reports

Employee Relations: Lesley Attebury gave a report on the Giving Tree. The ornaments have been distributed across campus. There are 22 families this year: 43 children under 14, 15 children 14-18, and 44 adults. There were many families this year with multiple sets of adults (grandparents, and aunts and uncles) living in the same household. There were 215 ornaments for the children under 14 and 76 ornaments for gift cards for older children and adults. There were a total of 215 ornaments.

Economic Benefits: The committee will bring the budget proposals to the budget hearing. It was determined by council vote the order the proposals were desired as follows:

- 6% raise for support staff
- increased pay for degrees
- vacation cash out plan
- employee fee waiver increase

See attached report for details.

Nominating: No report was given.

Other University Committee Reports: Betsy Mullins was selected to be on a new Retirement Benefits Committee that includes two support staff, two faculty, two administration, Donna Moore and Mark Rozewski. At this time it has been determined that current employees should not be affected by changes made by this committee.

New Business: Jeri Broshears resigned from staff council. A new alternate needs to be chosen to take over for Jeri's term. Erin Hollinger officially took over for Miekka Cox.

It was brought up that some departments are not as open to the Support Staff Professional Development program. Think about how to help these departments be more open to participation.

Also discussed was the option of a second flex schedule for departments that cannot participate during the summer flex scheduled time.

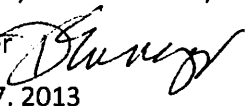
Discussion/Announcements: There will also be a presentation from Dr. Kiessling and Terry Coleman at 10:00 a.m. on December 4th. This will replace the December Staff Council meeting. This meeting will include Staff Council and Administrative Senate and will be held in UC 2207.

The next official Staff Council meeting will be January 24, 2014 at 2:00 p.m. in UC 206.

There being no further business, Kim Jost motioned to close and Gloria Butz seconded. The meeting was adjourned at 3:15 p.m.

Respectfully Submitted,

Michelle Simmons
Secretary

TO: Betsy Mullins, Chair, Staff Council
C: Mark Rozewski, Vice President, Finance and Administration
FROM: Donna Evinger 
DATE: September 27, 2013
SUBJECT: Staff Council's Budget Proposals for 2013-14

Mark Rozewski has asked me to communicate with you the outcomes of the President's Council's review of Staff Council's proposals.

PROPOSAL #1: Staff Council requested that a 6% hourly rate increase be approved for all support staff.

OUTCOME #1: Support staff increases effective 7/1/2013 were 1% across-the-board plus up to 1% merit for a total salary increase opportunity of 2%.

PROPOSAL #2: Staff Council requested that all staff eligible for vacation pay receive an additional personal or floating holiday.

OUTCOME #2: The University believes that its paid time off policies (holidays, Winter Recess, vacation, and sick) are very competitive compared to other employers in the region. Providing one day off to all full-time employees would cause the University to lose over 7,300 hours of work time, some of which would result in overtime costs. Funding is constrained during the current year. Therefore, the University did not endorse this proposal.

PROPOSAL #3: Staff Council requested a retirement service payment for support staff eligible for PERF to 2% times years of service to a maximum of 25 years or 50% for support staff upon retirement with a transition of current policy sick leave payment for 10 to 20 years of service.

OUTCOME #3: Effective July 1, 2013, the University contributes 11.2% for the PERF pension and 3% for the PERF Annuity Account, for a total of 14.2% of salary for every PERF covered employee, as well as offering retiree health and life insurance with significant University cost. Two years ago, the University increased the amount of sick pay a retiring support employee could receive (from maximum of 45 days to 60 days). These combined retiree benefits far exceed what most organizations offer. In addition, the University believes that employees are most concerned about current salaries and health contributions in this era of limited University funding; and this proposal would have benefited only retiring employees at a potential cost of up to \$400,000 in its first year or two, thus draining University resources to be used toward other salary and benefit expenses. Therefore, the University did not endorse this proposal.

PROPOSAL #4: Staff Council proposed that the yearly salary for degreed support staff increase as follows: Associate \$300; Bachelors: \$600; and Masters \$900.

OUTCOME #4: This proposal included salary adjustments that could not be funded under the 2013-14 budget. However, this proposal may be reconsidered in a subsequent fiscal year

The University appreciates the collaborative work and effort behind these proposals and thanks you and all your members for the contribution you make to the University.



Staff Council Meeting
Minutes
February 28, 2014

Members Present: Lesley Attebury, Gloria Butz, Gyneth Fehribach, Stephanie Hawes, Stephanie Higgins, Erin Hollinger, Tammy Johnson, Amanda Mitchell, Pam Moore, Betsy Mullins, Nita Musich, Britney Orth, Michelle Simmons, Lisa Wulff

Members Absent: Brandan Garrison, Kim Jost, Cindi Kueber

Guests Present: Donna Evinger

Betsy Mullins opened the meeting.

Approval of Minutes: The Minutes from the November 22, 2013 meeting were reviewed and approved.

Committee Reports

Employee Relations: The date of the employee picnic will be May 28th and the theme is the 70's. The menu selected is fried chicken and vegetables with an ice cream bar. There will also be a donations drive at the end of the Spring semester with donation trucks around campus.

Economic Benefits: There is a new form this year for self-evaluations. Information is still being collected in regards to a call center. USI's 50th anniversary is in one year and suggestions are being made for theme nights. Inquiries were made about USI employee discounts at local businesses.

Nominating: Nomination requests will be sent out April 1st and April 29th with voting ending on June 5th.

Other University Committee Reports:

Old Business: The question was raised again about benches at the bus stops. No new information was available.

New Business:

- Resignations: Bobbie Brown and Sarah Howard resigned from Staff Council. There are no alternates to take their places. It was decided to wait until regular voting to fill the positions.
- Benefit Changes: Betsy Mullins gave a slide show presentation on how to find your benefits information on MyUSI. (slideshow provided) There are also links on HR's page on the USI website to PERF.
- 50th Anniversary: The Arts & Academic Committee will be heading up the 50th anniversary celebration. They are looking for students to sit on the committee. There is discussion of creating a timeline so they are collecting pictures. There will possibly be a ball and they are requesting ideas.
- Staff July Retreat: Betsy requested ideas for location and food for the July retreat. It was suggested the meeting involve discussions on meditation, relaxation, and healing touch.
- Review of Proposal: Betsy will present the Staff Councils budget proposal next week. Only two proposals will be allowed. The council voted for Betsy to discuss the following proposals: a 6% raise and increased pay for degreed staff employees.

Discussion/Announcements: Electronic time sheets were discussed.

The next official Staff Council meeting will be March 28, 2014 at 2:00 p.m. in UC 206.

There being no further business, Nita Musich motioned to close and Amanda Mitchell seconded. The meeting was adjourned at 3:25 p.m.

Respectfully Submitted,
Michelle Simmons
Secretary



**Staff Council Meeting – Approved Minutes
April 25, 2014**

Members Present: Lesley Attebury, Gloria Butz, Stephanie Hawes, Stephanie Higgins, Erin Hollinger, Tammy Johnson, Kim Jost, Cindi Kueber, Amanda Mitchell, Pam Moore, Betsy Mullins, Nita Musich, Britney Orth, Michelle Simmons, Lisa Wulff

Members Absent: Gyneth Fehribach, Brandan Garrison

Guests Present: Donna Evinger

Betsy Mullins opened the meeting at 2:03PM.

Approval of Minutes: The Minutes from the March 28, 2014 meeting were reviewed, Tammy Johnson motioned to approve the minutes with changes and Cindi Kueber seconded the motion. The minutes were approved with changes.

Committee Reports

Employee Relations: – We should have the disco ball for the picnic borrowed from New Harmony Theatre. Nita stated that the food contracts are signed. It was discussed about putting things on the walls. Decorations were worked on during this meeting. Kim is working with the current drive through the United Way. She was able to get a Goodwill truck and St. Vincent DePaul truck for donations at the apartments and dorms. A flier was posted around student housing and on campus. A copy was provided to the committee. The drive is from April 14-May 7 with the trucks available on May 6 and 7.

Economic Benefits: No report. They are still working on the call center. Betsy believes the budget presentations went well.

Nominating: The nominations are going well. There are 32 nominations, 11 have accepted, 14 declined, 1 rescind, and 6 have not yet responded. There are 16 names for the election.

Other University Committee Reports: No new reports.

Old Business:

Retreat – The retreat will remain a relaxation theme. There will be no massages but the other ideas will remain. The retreat will include members leaving staff council and new members coming on board.

Campaign – Dr. Bennett will be speaking about the campaign at the June meeting.

Staff Council Restructure – Betsy believes the structural change of adding a chair elect and past chair will be approved.

New Business: Any change to the staff council logo needs to go through the marketing department.

Discussion/Announcements: Donna Evinger discussed a new change to PERF. PERF is two parts. The change is to the Annuity Savings that only effect rolling the savings into the pension. The current percentage rate is 7.5% but will be changing to 5.75% on 10/1/14 and will drop slowly to the market rate over the next few years. She will have more information once PERF updates their benefit calculator.

The next official Staff Council meeting will be May 23, 2014 at 2:00 p.m. in UC 206.

There being no further business, Kim Jost motioned to close and Stephanie Higgins seconded. The motion passed. The meeting was adjourned at 2:37 p.m.

Respectfully Submitted,
Michelle Simmons
Secretary