

# STAFF CONGRESS

## STAFF CONGRESS MINUTES SPECIAL MEETING January 23, 1985

Members Present: A. Dale Adams, Donna Bridewell, Cindy Cook, Sandi Cunningham, Kathy Dawn, David Dorgan, Mark Dryden, Jack Geiger, Jean Henegar, Janet Krebs, Bonnie Lowe, LaVerne Mulligan, Pat Coleman Mullins, Sharon K. Taylor, Linda Thierbach, Dolores Thelen, Rebecca Timerding, Nancy Utz, John Wade, Margaret Weber, Phyllis Weeland.

Members Absent: Sarah Coburn, Mildred Crane, Don Gammon, Donna Gosney, Diane Hunley, Linda Matthews, Karen McNeil, Steve Meier, Jay Stevens.

Guests: Pamm Taylor, Parliamentarian; Ad-Hoc Committee Members: Russ Kerdolff, Greg Muench, Mitch Mullins.

President Kathy Dawn called the meeting to order. A quorum was present.

Kathy announced that the purpose of the special meeting was to vote on the recommendation made by the Ad Hoc Committee for Budgetary Distribution. A copy of the three-part recommendation on salary increases had been sent to each Representative. She asked if all members present had received and reviewed a copy of the recommendation. They had. Kathy turned the meeting over to LaVerne Mulligan, chair of the committee, for discussion prior to a vote.

LaVerne introduced the committee members and entertained questions from the floor. Following are some of the items discussed:

1. Becky Timerding asked if the fixed-dollar increase recommended in Section 3 of Part I would be a one-time payment or paid throughout the year. The committee responded that the recommendation was to pay it throughout the year.

2. Linda Thierbach asked for a clarification of the term "eligible staff member". Mitch Mullins explained that it referred to all permanent staff members past probation at July 1st. For those completing probation after July 1, salaries would be adjusted at that time.

3. Sharon Taylor asked why the committee had not recommended only a fixed-dollar increase, instead of the 3-part increase. In short, the committee responded that it had several reasons for recommending the 3 parts. They believed that the fixed dollar amount was an attempt to help those employees at the lower ends of the pay scale; the across-the-board percentage increase would help all levels of employees to keep up with the cost-of-living; and, the longevity portion would help recognize the contributions of employees who have been on-the-job for awhile.

4. Dale Adams asked if all the members of the committee were in agreement with the recommendation. The committee responded that many alternatives had been discussed, including merit and discretionary increases. The committee reached the conclusion that the recommended distribution was the most fair and equitable to all classifications. They said that they tried to address as many of staff's concerns as possible under the 3% restrictions.

5. It was pointed out that the 3% restrictions on salary increases were mandated by the state legislature. It was suggested to deter such restrictions in the future, staff members and Staff Congress should voice their concerns to the legislators.

After lengthy discussion, Nancy Utz moved to call the question; LaVerne Mulligan seconded. The motion to call the question was approved.

A vote by show-of-hands was taken to approve the recommendation as written. The recommendation was approved 19 to 1.

Kathy Dawn informed the Representatives that the recommendation would be forwarded to Dr. Boothe and Dr. Scholes immediately.

Becky Timerding moved for adjournment, seconded by Dave Dorgan.