

MONTHLY COMMITTEE and/or LIAISON REPORT

COMMITTEE OR LIAISON: **Staff Benefits, Policies and Development**

DATE & LOCATION

OF MEETING: **March 2, 2016; 2:30pm; LSU Student Union Caddo Room**

ATTENDANCE: Nikki Godfrey, Aaron Cherry, Jennifer Gomez, Brent Corbitt, Nancy Arnold, Shelly Ortiz, Melonie Milton

PRESENTATION: Jennifer Normand

SUMMARY:

We had an engaging and informative presentation by Jennifer Normand. Jennifer shed light on a lot of the issues that this committee has been tackling.

- **Crisis Leave:**
 - Civil service dictates a lot of the constraints on crisis leave.
 - Donations to a specific person have been looked at, but decided against in the past in order to keep the system fair.
 - HRM hasn't been in a position to deny crisis leave based on not having enough leave in the pool.
 - The crisis leave pool is currently "healthy"
 - There is a process associated with the donation of crisis leave, so the minimum leave donation is 4 hours.
- **Maternity Leave:**
 - Governed by state laws
- **Paternity Leave:**
 - Able to use FMLA for both parents for leave
- **Paid Time Off:**
 - A move to go away from annual leave and sick leave was presented to the legislature in the past, as it would require a change to the state law.
 - It was killed at the committee level. Jennifer will provide more information on the year that was presented.
- **Employee Incentives:**
 - We discussed several low or no-cost employee incentives that we may be able to suggest to departments as ways to improve morale or boost spirit in a time of budget cuts and no raises. Some of those ideas included: flex time, casual dress, employee appreciation committees in departments, events (ie UREC team building, pot luck lunches, cooking competitions, scavenger hunts, etc)

- The committee may explore sending out a list to departmental heads with ideas about employee incentives.

The committee also discussed hosting a spring event for staff members. The event is still tentative and more details will be forthcoming.

Submitted By: Nikki Godfrey