

STAFF BENEFITS, POLICIES AND DEVELOPMENT MONTHLY STANDING COMMITTEE REPORT

DATE & LOCATION

OF MEETING: September 10, 2018 2:00 PM
LSU Student Union Council Room (312)

ATTENDANCE: Laura Morrow (co-chair), Aaron Cherry (co-chair), Nancy Arnold, Jessica Aslin, Trey Bickham, Amber Bonner, Hope Dawan, Paul Deshotels, Rachel Henry, Melonie Milton (coordinator), Ashley Thibodeaux (guest)

NON-ATTENDANCE: Funmilayo D. Adedeji, Lakisha Banks, Brian Vermeire

SUMMARY: Ashley Thibodeaux was in attendance as the previous co-chair of SBPD. She outlined the work and accomplishments of the committee over the previous year, including:

- Resolution for the implementation of a University lactation policy (Resolution 17-01)
- Resolution for a University wide protocol following the death of a Staff member (Resolution 17-02)
- Consolidation of the New Employee Receptions in to a single day to coincide with Staff Appreciation Week
- Acceptance and implementation of LSU 25+
- Research and partial draft of a policy for tuition benefits for dependents of deceased Staff members

Senator Cherry introduced himself and asked the members of the committee to do the same and name one thing they would like to improve or work on over the course of the following year. He will work on setting up a letter from Staff Senate to staff members coded as LSU 25+ to offer any assistance or guidance the Senate could potentially provide. This matter will be presented at the next Executive Committee meeting.

Senators Morrow and Henry will monitor the implementation of the lactation policy.

Senator Bickham has offered with the help of Senators Henry and Cherry to pick up the previous work on tuition benefits for dependents of deceased staff members, with the goal of drafting a resolution of support.

Senator Arnold expressed concern over increased fees for staff members pursuing degrees. She pointed out that the increase works to negate the benefit of any raise.

One senator pointed out that the current civil service merit raise system does not incentivize top earners. Currently, anyone making over the mid-point of the salary range is only eligible for a 2% raise annually. We ask Exec to refer this issue to the Governmental Relations Committee

We plan to ask HR for more clarity through the hiring process. Currently, salary ranges for professional positions are unavailable in Workday. This leads to lost time when an employee applies for a job with a salary below their current level. The information for job titles and salary ranges has been removed from the HRM website. When it was available, the information hadn't been updated since 2007.

We plan to explore PS-79 (Flexible Work Hours and Staffing) to see if language can be changed to encourage supervisors to effectively use flex time to the benefit of the University.

We ask Exec to work with University Administration and Student Government to finalize dates for Staff Appreciation Week. This will allow us ample time to plan the two New Employee Receptions.

STRATEGIC PLAN UPDATE ON GOALS:

- **Stronger representation**
 - Increase participation in critical campus-wide decisions with upper administrations
 - Increase participation with non-members
 - Continue to build university-wide appreciation for staff.
- **Advocacy and impact:** Impact the greater good for staff through resolutions, amendments, and strategic initiatives.
 - Make and implement decisions that have an impact on all staff
 - Partner with Faculty Senate and Student Government

Submitted By: Aaron Cherry; Laura Morrow