



2023-2024 Benefits and Communications Committee Annual Report

Staff Council Economic Benefits Committee for 2023-2024 consisted of:

David Huebner - Chair, Bryce Anker, Bryn Best, Kathleen Kinney, Frank Nagy, Carolina Soria, Caitlin Woolsey, Abby Yates, and Rebecca Yates

Members Who Resigned: Ella Avolio-Alschbach, Stephanie West, Fred Wilson

Primary Accomplishments:

- Facilities, Operations and Planning Attendance Policy concerning essential employees during inclement weather events. We developed a proposal to make the penalty for non-attendance less severe. We met with the management team for F.O.P. in May to discuss the proposal. They agreed to consider a modification to account for state or local government issued Do Not Drive Orders.
- Annual Pay Increase Policy Proposal. We are still developing a proposal to introduce period flat rate increases to help mitigate increasing wage gaps between the lowest and highest paid employees at USI. We spent most of the year refining the rationale and language of the proposal. We did bring a draft proposal to Executive Director of Human Resources, Sarah Will. This proposal needs to be shared with Faculty Senate and Administrative Senate committees for comment/input and further development.
- Brought a list of concerns to Human Resources Director, Sarah Will, regarding vacant positions, high turnover, and use of contract labor to replace unfilled positions. Unknown to us at the time, the administration was developing and implementing plans to reclassify certain positions in the F.O.P. and Public Safety to increase pay. They also consolidated positions and eliminated certain unfilled positions to make the plan work. They are continuing to expand the review of vacant positions into other departments and colleges, notably the College of Liberal Arts.

Other issues brought to or considered by the Economic Benefits Committee:

- Use of vacation time for on-campus interviews by employees.
- Other issues?

Respectfully submitted.

David Huebner, on behalf of the Economic Benefits Committee