

Charlotte Staff Council

Minutes

July 10, 2024



Meeting Called to Order: 9:00am

Present: Jennifer Campbell, Amparo Ramos, Christine Young, Tammie Lyons, Madison Sledge, Tracy Beauregard, LaTonja Miller, Ellie Ivey, Audra Esposito, Carrie DaSilva, Latonya Newbill, Jessica Waldman, J.D. Mosley-Matchett, Jill Gosnell, Debra Bunker, Vivian Cherry, Lora Bassett, Pam Erikson, Sarah Besse, Kelly Ortiz, Pearl Brown, Amy Epting, Mikayla Harvey, Jen Knight, Chad Smith, Ilana Rivkovich, Jamie Sheppard, Jules Keith-Le, Jessica Dudley, Adam Hatem (?), Timothy Johnson, Jessica Berrios, Kyle Lanasa, Austin Abernathy, Megan Garner, Susan Bunton, Rachel Powell, Towarren McLean, Ragean Hill

Welcome: Audra Esposito welcomed everyone and thanked the outgoing Board members for their service.

Committee Introductions: Each committee was asked to give a brief summary of the previous year.

- Education & Events Committee;
 - Homecoming Decorating Contest - 2023 was a success for the contest. Next Homecoming will be Nov. 14, 2024, schedule will be determined at the first meeting along with criteria.
 - Fall Festival - multiple contests, scavenger hunt, etc. The 2023 charity was the Warehouse. Next Fall Festival is scheduled for Oct. 15. Volunteers are needed.
 - Community Service Day (on campus) - created opportunity for staff to use their community service hours and create crafts that were delivered to nursing homes. Will schedule this event again for 2024.
 - Other events: may consider participating in again
 - Table sponsor for UREC 5K
 - Bake off
 - Table at Niner Nation Gives event promoting Staff Council, raffles, etc.
 - Grab N' Go breakfast for 3rd shift employees (Chancellor's appreciation)
- Staff Relations Committee:
 - Monthly meetings to review submissions. Had fifteen concerns last month. Pearl Brown will assume responsibility as committee chair for 2024-2025.

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- Operations Committee:
 - Responsibility is to ensure the Staff Council is operating within the confines of our directive. Updated the Bylaws and Constitution. Created a Technology Manager role for SC, Jen Knight.
- Adhoc Committees:
 - Professional Development Committee - Tracy Beauregard launched the committee to focus on professional development opportunities for staff.
 - Retreat Committee - managed by SC Secretary, to plan for enriching and engaging functions. Planning begins in January for July retreat.
 - Golden Nugget Committee - Created new criteria for receiving golden nuggets which includes a virtual video of congratulations. Instead of chocolates, SC will host two receptions per year to acknowledge GN recipients. Supervisors will be invited.

Officer Reports:

- Treasurer - State account = \$1,069.13, Discretionary account = \$1,329.49. HR provides funding.
- Communications Officer - Fifteen Golden Nuggets for June, will send out next week. The newsletter will continue with new ideas.
- Secretary - Minutes from the June meeting were previously distributed. Carried DaSilva made a motion to approve, Deb Bunker seconded. Motion approved.
- Chair - Audra thanked the Executive Board for their service under her leadership. Three goals for 2023-24 were all successfully executed; 1. Improved communication to all staff, 2. Engage new staff members through/to Staff Council, 3. Provide a beginning to a professional development avenue for all staff.

At 10:45 am, Tina Daddio swore in Jessica Waldman as the new Staff Council Chair.

Jonathan Harrison, Legal, proved a *Roberts Rules of Order* [presentation](#).

Stephanie Bird provided a True Colors activity that is designed to assist with understanding fellow staff members and how to best relate to others.

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Diedre Harris-Lumpkins, AVC of Human Resources thanked the previous SC Board for their service and welcomed the incoming Board. She provided the following report:

Accomplishments:

- Retention bonuses in place
- HR audit
- Nursing salary adjustments for retention
- SHRA longevity adjustments
- Niner Works EPAF launch
- \$10/hour for students
- EHRA to SHRA conversions
- \$\$\$ increase for loan fund
- Equity compensation study
- \$1.1 M on bonuses last year – trying to address gaps. EHRA non-faculty are exempt professional staff (EPS)
- \$8B on increases last year

Goals for next year:

- Class/comp – new SHRA ranges for 2024 grew up to 25% w/no funding. Looking for ways to fund. No raises in 8 years. 3% not included. 90% of staff at 100% or above. Now, at 80% of range.
- Another SHRA to EHRA conversion coming in Spring 2025. Communication plan coming. Exempt employees serve the Chancellor. Talent war has been ongoing for 8-10 years.
- FSLA – no impact \$43,888???? Move to \$58,000 – expect courts to overturn. By January. More communication coming.
- Align EHRA and SHRA in People Admin. HR is cross training to learn both.
- Improvement of EHRA performance management. Coming soon.
- Completed BSO assessment for future planning.
- Legislative increases in July 31 pay.

LOD:

- Revising LEAD. To complete in first 30 days! Removed EEODF portion.
- Leadership symposium next Spring.

Talent Acquisition:

- Streamlining process to hiring quicker. HR will be pushing hiring managers to process applicants.

PAC & ASPIRE updates coming.

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Benefits;

- Preparing for Aetna. Purple Aetna buses. Talk to them about benefits.

Engagement:

- One page to find all HR forms – by mid-August.
- New Engagement team – creating now. To improve work environments.

Longevity pay – tops out, good time to convert to EHRA.

Meeting adjourned at 2:39pm.