



February 11, 2019

SUB 143

Minutes

Meeting called to order by Chair Kevin Reynolds at 3:01 pm.

Special Guest – Julie Crea, Sr. Director of Budget Office

Julie came to present her findings on compensation, utilizing comparisons in CUPA and explaining the creation of a median/average of experience. Not necessarily a strategic goal, but a median is desired around 80%. In creating benchmarks that align on characteristics. There are 27% of PSO members that do not meet that median. However, 29% of those not meeting the median have less than five years of service.

Julie also touched on enrollment goals, explaining the distributed infographic, explaining the three different types of appropriated funds, and the various goals in placement to LCSC's enrollment. Focus was given to the "sweet spot" analogy, that allows for funding of projects and cycles that LCSC previously had not considered or perhaps had not factored into previous projects such as technology replacement cycles and simultaneously meeting enrollment goals as well.

Library Director Johanna Bjork requested have this presented at staff meetings, to further transparency.

Approval of Minutes

The minutes of the December meeting were reviewed. Johanna Bjork motioned for the minutes to be approved; seconded by Vikki Swift-Raymond. Motion passed.

Committee Reports

LC Cares - Char Kremer reported that all beneficiaries of the drive were pleased with the donations. Approximately 1250 pounds of food, toys, clothes, and assorted toiletries were distributed between the 6 area agencies.

Compensation Review Committee - Feedback is still welcome, have only received 3 emails thus far.

Functional Area Committee - No report.

PSO Mentors - No report.

PSO Employee of the Year - Nomination period is open now, closes 2/15. Voting will tentatively occur 2/18-2/29.

Professional Development - Erin Haley reported that new offerings were being posted to the PDT website. She also encouraged people to lead a training that they thought the campus could benefit from.

Professional Staff Hearing Board - No report.

Winter Revels - The after-action review was held, and made several recommendations for the upcoming year. Erin Haley stated that if anyone was interested in participating, now was the time to start considering it.

PSO Donations - No report

Bylaws – Angela Meek and Debra Lybyer would begin working on reviewing bylaws shortly.

Vice Chair Report

Cindy Patterson reported on events that were happening on and off campus that would be of interest to PSO Members. The full event calendar is available at www.lcsc.edu/event-calendar.

Treasurer's Report

Erin Haley reported a current balance total of \$1810.69, with deductions going towards WarriorBucks drawings. She encouraged those to donate via payroll deductions, and the forms could be downloaded online, or stop by her office and pick one up.

Digital Communication Report

Dawn Lesperance reminded people to check the website for minutes, agendas, and the upcoming awards and election sections.

Chairperson's Report

Chair Kevin Reynolds spoke of the CRC recommendations, stating no guarantees as of yet for the 3% raise. He would be looking to distribute the draft of the committee's recommendations.

New Business

PSO vs CSO food drive will be starting shortly. PSO members are encouraged to start gathering items now, and more information will be given at a later date.

Drawings

\$10.00 in WarriorBucks will go to:

- Deborah Lybyer
- Patrick O'Shaughnessy
- Julie Crea

For the Good of the Order:

Johanna Bjork announced that Library Game Night will be from 6-8pm.

Barb Leachman announced the upcoming workshops at the SBDA, which are free to staff and students. Call 792-2465 if you have any questions.

Adjournment

The meeting was adjourned at 3:47 pm.

Respectfully submitted by Erin Haley.