



2020-2021 Officers:  
Chair: Cindy Patterson  
Vice-Chair: E. Rosita Nabarrete  
Secretary/Treasurer: Liz Weldy  
Digital Comm: Autumn Greene

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## *PSO Special Meeting Minutes*

December 2, 2020

1:00pm; via Zoom:

<https://lscs.zoom.us/j/94051902569?pwd=dm8rUms5R29ubnlhZUhhWcWduV01EQT09>

Password: **902520**

- 1) Call to order: The meeting was called to order at 1:02pm by Cindy Patterson. The purpose of the meeting is to elicit input from PSO members for the FY22 CRC committee regarding ideas for non-monetary compensation.
- 2) Action Item: FY22 Compensation Review Committee discussion (CRC)
  - a) Review compensation philosophy-Cindy Patterson reminded members to review the compensation policy for LC State. Cindy also informed PSO of the idea's faculty are bringing forth to the committee.
    - i The faculty have brought up the parking permit issue. Evidently, people are getting parking tickets in the neighborhoods. The faculty are waiting to hear back on how many staff and faculty purchased parking permits to see if the number of permits sold has gone down since the fee increase. The faculty also discussed a discount with Sodexo when purchasing food on campus. The faculty member lead is checking with Tim Wheeler, the Director of Food Services to discuss possibility. Additionally, Vikki Swift discussed how the faculty brought up increasing the six-credit limit to seven credits, considering some courses require a 1 credit lab course. In the past, faculty and staff have had to pay full price for the additional 1 credit. The credit increase would also help with adding an additional exercise or yoga class as well.
    - ii CRC has approved having two dependents taking credits at the same time for the discounted credit price. In the past, only one dependent was able to take advantage of this.
      - 1 Dawn Lesperance stated that having the credit discount during the Summer semester would be great and other members agreed.
      - 2 Angela Meek asked about how campus is utilizing various properties like the soccer field. Can we, as staff and faculty, use the soccer field for a fee? It seems like the soccer field doesn't really get used. Debra Lybyer stated that there was an issue with the water and using it would cause the grass to ruin. Vikki Swift said she has only seen a KIN class utilizing the field. Angela Meek mentioned that we could utilize the space during soccer or baseball season for various events.
      - 3 Courtney Robinson brought up how staff and faculty should be allotted time for staff and faculty to dedicate volunteer time for other organizations in our community. Vikki Swift stated that this was brought up during the 2018-2019

year and administration considered it. Although, the executive agency policy dictates staff and faculty utilizing their leave time instead. It is still in state policy but Vikki Swift isn't exactly sure what it fully means.

- 4 Dawn Lesperance mentioned how COVID-19 has helped organizations use more flexibility with employees in regard to working from home especially during summer hours. Cindy Patterson and Vikki Swift agree that the summer hours should stay in place since some offices have the ability to be virtual.
- b) If CEC monies are available, requirement to allocate based on Merit, any other ideas?
  - i Tessa Jilot asked if only "non-monetary options" are being considered? She brings up how expensive it is for LC State employees to live in other cities like Boise and Coeur d'Alene. She is wondering if we can start using a cost-of-living adjustment for faculty and staff who both live and work in these areas. Rosita Nabarrete mentioned how this should be kept in mind because Lewiston is quite a bit less expensive to live in than Boise or Coeur d'Alene. Geographic considerations should be considered in regard to compensation since this is a rolling problem that isn't getting better.
  - ii Angela Meek asked if we could use departmental funds again for work polos with LC State branding?
- c) Non-monetary ideas
  - i Dawn Lesperance mentioned how the state health insurance program does not take into consideration our location within the state. Some types of providers are only covered if you go out of town for services. This causes more of an issue when missing work and taking time off for an illness. Can LC have more of an ability to work with providers in the area? Dawn stated that she could only go to Pendleton or Spokane for her oral surgery to be covered by state insurance.
  - ii Cindy Patterson informed PSO members that this isn't the only opportunity to share ideas. Please email the [psa@lcsc.edu](mailto:psa@lcsc.edu) email if you have any other thoughts or ideas that come to mind over the next week. Vikki Swift reminded PSO members about the CRC website. Reviewing past reports can help trigger ideas of things that have been considered before. Prior to next Friday, Dec. 6th, please let officers know if you have any other ideas.
- 3) Adjournment: Motion to adjourn was made by Vikki Swift at 1:27pm, and the motion was seconded by Dawn Lesperance. Meeting adjourned.