

## **Southwestern Staff Council (SSC) Meeting – 2/14/18**

9:33am - Meeting called to order by Chair Michael Kluver

### **January 2018 Minutes:**

- After minutes were discussed, Kirk Fast made a motion to accept the minutes as written and Rick Dahlgren seconded the motion. The minutes were approved.

### **Treasurer's Report:**

- General Fund balance: \$6190.24
- Foundation Acct. balance: \$261.49

### **Executive Council Briefing by Michael Kluver:**

- New budget from the state with no new funds for Higher Edu. After 'Step-Up OK' budget failed to pass.
- Women's Basketball team ranked in the top ten in the nation for D-2 schools. Possibility of hosting NCAA Regional Tournament in the beginning of March. Will know more later on.

### **Admin Council Briefing by Michael Kluver:**

- Possible change in Freshman Orientation class structure to include SWOSU and/or City of Weatherford community service.
- Dept. of Public Safety offering classes about active shooters and personal defense open to students, faculty, and staff.

### **New Business:**

- No known new developments with the stall in implementation of the new retirement 403B option. General agreement that more recent information should be gathered. Michael Kluver plans to connect with VP Brenda Burgess and AVP David Misak to discuss.
- **CUPA Data:** Discussion and agreement that SSC should find out more information about where SWOSU ranks in CUPA data with other universities in the U.S. in regards to staff salaries. General agreement that SSC could use the data over time as a benchmark to see if staff positions are becoming more or less competitive. To be discussed again in the future.
- **More Consistent OT Policy:** SSC discussed how departmental over-time policies are inconsistent throughout the university as a whole. General agreement that creation of a

university-wide policy for how over-time is handled would be more transparent and promote fairness among staff. To be discussed again in the future.

- **Benefits of Pay-Raise Preceding Retirement:** SSC discussed the possibility of approaching Administration with the idea of giving pay raises to employees who are about to retire so that their OTRS benefits would be positively affected. SSC also discussed the importance of this being a benefit offered to all staff regardless of position or salary.

#### **Old Business:**

- New Scholarship Application voted on and approved. Kathy Megli made a motion to accept the new Scholarship Application. Rick Dahlgren seconded the motion.

Rick Dahlgren made a motion to adjourn, and Michael Davis seconded the motion.

10:41am - Meeting Adjourned

#### **Members Present:**

Diane Fitzsimmons, Josh Rosser, Kirk Fast, Michael Davis, Shirley Venable, Debbie Flaming, Kathy Megli, Rick Dahlgren, Michael Kluver, Brian Lewis