

Staff Assembly Council 9-14-12

Present: Jay Bonham, Amy James, Lisa Magnarelli, Linda Michels, Anne Riffle, Maureen Scoones (today's note taker), Jaime Theisen

Absent: Regina Johnson, Tony Poccia

Guest: Karen Leach

Karen discussed the budget process

Faculty budget committee - official mission is to provide advice. They are now meeting once a week. Now talking about health insurance. Karen will look at bringing previous health insurance study group into the health insurance discussion.

Karen does a setup for trustees for fall budget process. Doing a presentation for C&D on Monday.

Compare Hamilton against our peers. Describes the current situation - pricing capacity. Family income has gone down since 2007. Drives how much we can change our expenses.

What are we doing with Financial Aid. Looking at a different debt structure. Budget committee meets with different groups, Karen does different iterations of the budget. Budget committee reports to the faculty.

Potential discussion points for Staff Assembly presentation:

Health insurance

Key decisions around budget

Family income going down

Endowment returns

Use inflation as marker for the beginning of the wage increases Senior staff is working on a process around staffing allocations

Outsource, more efficient, eliminate? Reallocate?

How can we imagine doing things differently?

The Board has capped the current number of employees. There will be custodians for new facility

We discussed employees learning about other areas of the college. How do you get labor to the highest priorities of the College?

The mission of the greater good and not working in a silo.

How do you start forming affinity groups - people doing the same thing?

How do we create a sense of Hamilton groups?

Let Karen know if "you hear something on the street."

Next Staff Assembly Meeting

Lisa will check with Jan for Karen's availability on October. 24, 31, 17 - our order of preference

Also on the next Staff Assembly agenda:

Brian Hansen - slip, trip, and fall (Lisa will confirm with him)

Meredith Bonham - HERT presentation (Lisa will confirm with her)
Steve - grievance reminder (Maureen will confirm with him)

Sue Campanie will be invited to our next meeting to discuss the Staff Assembly Council sending the Community Outreach solicitation instead of the President's office.

Bill Brower needs to be replaced on Wellness Committee.