General Council Meeting

December 2, 2021, 2:10 – 4:00 p.m.
Hybrid: South Ballroom, Memorial Union/Online via Webex

**In-person:** Councilors and substitutes, please be sure you have signed in at the table and have picked up your name placard.

*Mask wearing encouraged.*

**Online:** Councilors, please stay muted with camera off, unless speaking, to preserve bandwidth and cut down on noise. There is no electronic sign-in for attendance. Councilors, you will be shown as “Panelists.”

*Thank you to all!*
Welcome, and thank you for joining our virtual meeting!

Please stay muted and keep your camera turned off unless you are speaking. These efforts preserve bandwidth and cut down on outside noise and distraction to provide a better experience for everyone in the meeting.

- Call to Order & Seating of Substitutes
- Establish Quorum (Sarah Larkin)
- Approval of the Agenda
- Approval of the Minutes

November 3, 2021 general council meeting minutes
Welcome, and thank you for joining our virtual meeting!
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Administrative Reports

Jonathan Wickert
Senior Vice President and Provost
Welcome, and thank you for joining our virtual meeting!

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Administrative Reports

Kristi Darr
Vice President For University Human Resources
University Human Resources

UHR Update

December 2, 2021
ENTRY LEVEL PAY ADJUSTMENTS
# P&S Adjustments

<table>
<thead>
<tr>
<th>P&amp;S Current Grade</th>
<th>Former minimum</th>
<th>New Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>PS801</td>
<td>$21,038</td>
<td>No Change</td>
<td>$33,662</td>
</tr>
<tr>
<td>PS802</td>
<td>$23,668</td>
<td>No Change</td>
<td>$37,869</td>
</tr>
<tr>
<td>PS803</td>
<td>$26,627</td>
<td>$31,200</td>
<td>$42,603</td>
</tr>
<tr>
<td>PS804</td>
<td>$29,955</td>
<td>$32,240</td>
<td>$47,928</td>
</tr>
</tbody>
</table>

- Pay Grade PS801 required no adjustment, PS802 is currently not being used for any positions
- Changes effective 12/1/2021
- Staff in the P&S Temporary job profile remain unclassified
  - Supervisors may make adjustments to compensation for individuals in the P&S Temporary job profile at any time and may contact their HR Delivery team to make adjustments.
P&S Pay Matrix and Job Review

- To maintain the health of the structure, Class/Comp will review benchmark data to determine market shifts on average since previous review
- Currently have 65-70% of positions benchmarked
- Recommend implementing 2/1/2022 and 4/1/2022 and must comply by 10/1/2022
- Prioritize positions identified by senior leaders as difficult in relation to retention and hiring
- Focus efforts around positions of concern to evaluate competitiveness to market
- Requires approval of Board Office for these changes
## Anticipated Timeline

<table>
<thead>
<tr>
<th>Project</th>
<th>Communication Date</th>
<th>Implementation Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry Level Pay Changes</td>
<td>Week before Thanksgiving</td>
<td>12/01/2021</td>
</tr>
<tr>
<td>Pay Changes for 14026</td>
<td>Week before Thanksgiving</td>
<td>No later than 01/30/2022</td>
</tr>
<tr>
<td>P&amp;S Matrix Move</td>
<td>January 2022</td>
<td>February 2022 (New Hires)</td>
</tr>
<tr>
<td>Selected P&amp;S Profiles adjusted</td>
<td>March 2022</td>
<td>April 2022 (New Hires)</td>
</tr>
</tbody>
</table>
WORKFLEX UPDATE
WorkFlex Status

• Number of Requests by deadline - 762
• Monday, November 29\textsuperscript{th} - WorkFlex Program Appointing Authority approval process
• All supervisors should be working to review and approve/deny the requests submitted in their inbox
• The Staff Appointing Authority has until December 23 to respond to all completed requests
• After the 23\textsuperscript{rd}, supervisors have to January 14\textsuperscript{th} to prepare for the effective dates of the arrangements
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Administrative Reports

Andrea Wheeler
President, Faculty Senate
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Professional and Scientific Council
Executive Committee Reports
- President – Chris Johnsen
- Secretary/Treasurer – Sarah Larkin
- Vice President for Equity and Inclusion – Jahmai Fisher
- Vice President for University Community Relations – John Burnett-Larkins
- Vice President for University Planning and Budget – John Hascall
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Professional and Scientific Council
Committee Reports

- Awards – Susy Ankerstjerne
- Communications – Deanna Sargent
- Compensation and Benefits – Patrick Wall
- Peer Advocacy – Jacob Larsen
- Policies and Procedures – Paul Easker
- Professional Development – Matthew Femrite
- Representation – Jason Follett
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Unfinished Business and General Orders
New Business
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Open Discussion for the Betterment of Council
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Announcements

- Announcements from Councilors

- Seminar Series Event: “Growing with Professional and Scientific Council: A Panel Discussion About Serving as a Councilor,” December 14, 2:00 – 3:00 p.m. Hybrid meeting: In-person, 3560 Memorial Union/Online via Webex

- Executive Committee Meeting
  December 16, 10:00 a.m. – Noon, 206 Durham
Announcements, cont.

• General Council Meeting
  January 6, 2022, 2:10 – 4:00 p.m., Room 3580, Memorial Union
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Adjournment