

University of Central Missouri Staff Council
Meeting Minutes
Tuesday, December 10th, 2024, 2:00 pm, Union 236

These minutes are subject to change pending Staff Council approval at the next meeting.

Attendance:

Name	Prs.	Abs.
Kari Azevedo (2025, 1st)	x	
Stacey Beasley (2026, 1st)	x	
Ian Billingsley (2026, 2nd)	x	
Ellen Blaize (2027, 1st)	x	
Josh Blaize (2027, 2nd)	s	x
Klint Braun (2027, 1st)		X
Michael Brunkhorst (2025, 1st)		x
Rae Clements (2025, 1st)	X	
Faith Ford (2027, 1st)	X	
Britni Hume (2026, 1st)	x	
Travis Hume (2027, 1st)	x	
Heather Jennings (2025, 2nd)		x

Name	Prs.	Abs.
Joyce Lawson (2025, 2nd)	x	
Jared Marcuson (2027, 1st)		
Beth Rutt (2026, 2nd)	x	
Ed Wirthwein (2027, 2nd)		X
Vacant (<i>was Latare</i>) (2025)		x

Liaisons & Ex Officio

Shari Bax, Administration		x
Joyce Lawson, HR	x	
Glenda Carmack, Fac Senate	x	

Call to Order

- The meeting was called to order at 2:00
- Welcome (Clements)
- Roll Call (Ford)
- Approval of [Minutes from November 12, 2024](#),
 - Minutes for prior meetings are available on the [Staff Council website](#).
 - Motion to approve: Billingsley
 - Motion seconded: Lawson
 - Motion result: Approve

Financial Report

- Treasurer (Braun)

Account	Balance
General Operations	\$4,000.00
Support Staff Council Fund	\$2,455.51
Support Staff Council Education Reward	\$664.48
J.P. Mees Award	\$5,926.13
Motion to approve: No new report	

Guest Speaker

- Dr. Cory Wicker, Human Resources

- Dr. Wicker discussed the changes in benefits that employees were able to select from this past November. He also discussed the amount of Work/life benefits the university offers its employees.
- Topics included counseling, legal consultation, financial consultation and more.
- More information about this can be found using the fliers linked here:
 - HR Flyers from 12/10/24
- He recapped Health for the Holidays, which was an employee engagement program. They had 111 people participate with 11 official teams. The program collected “inches of snow” through eating healthy, thanking a coworker, recipe sharing, or sharing a Christmas memory. Total steps accumulated through the program was 20 million. Campaign ends Dec 22nd and the last day to log is the 27th. The final day to download content off the platform is January 12.
- HR is looking to do a Financial Wellness campaign in spring.
- Dr. Wicker also discussed the launch of NEOED. You are able to login with single sign on and must use UCMO. They are working on the website for processes so that people can get information. Information can be found here:
<https://www.ucmo.edu/offices/human-resources/neoed/index.php> Looking to implement a learning module for things like professional development and compliance training with sources in the platform. This will replace Vector with NEOED. It will have e-forms, no staff action physical forms, realtime feedback form and performance evals.
- Pause pending federal guidance - FLSA. They are still working on grading and slotting jobs and pay scale

President & Vice President Reports

- **President (Clements)**

- Ed and I attended the President's Cabinet meeting on November 22.
 - Topics of discussion included the Governor's visit to campus on Nov 21, expectations for state funding requests from the Coordinating Board, and the suspension of the FLSA changes following the Texas litigation.
 - HR, Finance and Administration, Academic Affairs, the Bargaining Unit, and the Faculty Senate all gave reports about things going on in their respective areas.
 - When it was the Staff Council's turn, Ed and I reported on what had been going on with the Staff Council. We brought up the expected minimum wage changes and Dr. Best reiterated that UCM's principle is to increase part-time, non-exempt hourly minimum wage accordingly but that he didn't yet know what that would look like. This is what made us ask the Legislative Committee to draft the recommendation they are presenting today as part of New Business.
- I will be addressing the Board of Governors this week at their meeting as part of the governance reports. If anyone has anything specific they think I should mention, please email me.
- I am looking forward to seeing everyone at the holiday party on the 11th (tomorrow).
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- **Vice-President (Wirthwein)**

- No report

Liaison Representative Reports

- **Administration (Bax)**
 - No report
- **Human Resources (Lawson)**
 - Short turn for 12/31 pay period. Submit Monday the 16th, Tuesday the 17th to start the process to approve, leaving only the 18th to make changes. 19th is the day that it is all reported
 - Remember that timesheets are the employee's responsibility to submit and the employer's responsibility to verify time.
 - For the 12/16-12/31 pay period, 23rd-31st should be documented for 7 days or 56 hours for holiday. Employees should enter one day of holiday pay for 1/1
 - A Healthier You points are reset. Must accumulate 2500 by 9/30.
 - 2025 confirmation letters delivered, some were returned due to mailing addresses. Check address, especially as wW2s come up
 - Spring epaf is open. Spring wages go up to 13.75 an hour
- **Faculty Senate (Carmack)**
 - Short meeting on Wednesday
 - Passed motion from salary and fringe merit pay policy be funded

University Committee Reports

- **Benefits Advisory Group (Clements & Charlie Rutt)**
 - No report
- **International Affairs (Amy Kiger)**
 - No report
- **President's Commission on Access, Opportunity, & Community (Jay Hicks)**
 - No report
- **Technology Advisory (Azevedo)**
 - No report
- **Traffic & Parking Policy (Clements & Jennings)**
 - Pay-Per-Space
 - The committee voted to approve a recommendation for visitor parking that would implement a pay-per-space program.
 - This would work like the temp tags we used to have when people forgot their passes, but instead of going to the attendant in the visitor's lot to get a temp pass, people parking in visitor spots would use their smartphones to pay an hourly or daily rate.
 - Not having paid the visitor spot rate will result in a citation, regardless of who it is or regular pass status, which will help with managing visitor spaces and cutting back on abuse.

- This would not apply to parking at FPO, Central Village, Greenwood Park, the two monitored visitor lots, or the timed spaces on Holden St.
 - The rate has not yet been set, this is still in the planning and approval stages. The recommendation will now go to Dr. Bax who will take it to Dr. Best for consideration.
- Citation Amnesty Program
 - 24 people got 28 citations marked as warnings
 - 242 canned goods were collected
 - Recommendations for future implementation included holding the event earlier in November for greater participation (1st week of Nov), starting advertising earlier, ensuring all communication includes a clear explanation of donation windows (dates/times) and stipulations regarding which citations qualify
- Yes free visitor lots still available
- **Traffic Review Board (Knight & Larsen)**
 - Met on November 21st and had 3 appeals
 - Will meet again in January

Standing Committee Reports

- **Elections (Knight)**
 - No report
- **Legislation (Clements)**
 - We have worked on and drafted a recommendation for an across-the-board staff raise which we will present in New Business.
 - We are currently working on a recommendation to reevaluate the tuition reduction policy for UCM employees. This is still in draft stages but we will bring it to the Council when it is ready.
- **Professional Development (Kirsti Brunsvold)**
 - No report
- **Employee Appreciation (Braun & Jackie Jackson)**
 - Staff holiday party Wednesday at 3pm in ballrooms
- **Recognition (Knight)**
 - No report
- **Welcome (Charissa Davis & Kim Nicas)**
 - No report

Old Business

- **Topic (Presenter)**
 -
- **Topic (Presenter)**
 -

New Business

- **Rae Clemments**
 - Staff Council Legislative Committee - [ATB Request for FY26](#)
- Motion to approve: B. Hume
- Motion seconded: Billingsley
- Motion result: Approved

Gallery

Adjournment

- The meeting was adjourned at 2:27. The next meeting will be on Tuesday, June 11, 2024, at 2:00 p.m., in Union 236.
- Minutes for this and previous meetings from this academic year are available on the [Staff Council website](#).
- Motion to approve: Billingsley
- Motion seconded: Lawson
- Motion result: Approve

Event Updates/Reminders

Jan 13	First Day of Spring Classes
Jan 14	Staff Council Meeting - Union 236
	<i>Guest Speaker: Carol Knight, Digital Learning & Instruction</i>
Jan 20	MLK Jr. Day - UCM Closed
Feb 11	Staff Council Meeting - Union 237B
	<i>Guest Speaker: TBD</i>