

Staff ADVISORY COUNCIL OSU STAFF ADVISORY COUNCIL MINUTES June 11, 2014 – 126 ITLE

"The council that's working for you."

<u>Guests</u>: Gary Clark, VP & General Counsel; Dr. Lee Bird, VP Student Affairs; Dr. Jason Kirksey, Asso VP Institutional Diversity; Mary Talley, Dept. of Wellness; Liz Tarbutton, Human Resources; and new members: Sherry Warden, Terrin Williams, Jim Gardner, Margaret Denzler, Jennifer Craig, Beth Petrashek, and Toby Tucker.

Darlene Croci, called the meeting to order at 12:02 pm.

Guests and members were welcomed to the training luncheon. Darlene and Shawna Goodwin recognized the out-going members: Marsha Chapman, Lora Polson, Sheryl Beeler, Sharon Irwin, Aleigha Mariott, Melisa Echols & Shawna Goodwin, as well as the committee chairs and officers. Each were presented with certificates recognizing their service to the council. [Shawna later presented Darlene with a 'Thank-you' gift card from the council members for her service as President.] Sign-up sheets for next year's committee assignments and faculty council meeting representatives were passed around.

After roll call and the seating of the new members (Sherry Warden, Terrin Williams, Jim Gardner, Margaret Denzler, Jennifer Craig, Beth Petrashek, and Toby Tucker), Darlene appointed Ray Catalino to fill the Exempt 13-16 vacancy. The appointment 2-year appointment was approved by the Council. Darlene noted that Jared Johnston-Cox submitted his resignation from his Non-Exempt 13-16 position.

Kathie Tanner, Chair, Rules & Procedure Committee, conducted the election of officers. Nominations for Treasurer were taken – Donna Whitmore was nominated. Darlene cast a single vote by acclamation for Donna as no other nomination was received. Nominations for Secretary were taken – Mickey Gregg was nominated. Darlene cast a single vote by acclamation for Mickey as no other nomination was received. Nominations for Vice Chair: Sue Goad and Nathan Moorman were received and seconded. Each gave a short speech providing reasons for electing her/him to the office. A written vote was taken and counted. Sue Goad was elected as Vice Chair. Nominations for Chair: Darlene Croci and Nathan Moorman were received and seconded. Each gave a short speech providing reasons for electing her/him to the office. A written vote was taken and counted. Nathan Moorman was elected Chair.

The new officers for 2014-15 are: Chair-Nathan Moorman; Vice Chair-Sue Goad; Secretary-Mickey Gregg; and Treasurer-Donna Whitmore.

Approval of Minutes: The May 14, 2014 minutes were approved as presented.

Approval of Agenda: The agenda was approved as presented.

Guest Speakers: None

Treasurer's Report: Aleigha Mariott presented the Treasurer's report. Report attached.

Branch Campus Reports

OSU-Tulsa/CHS: Angelyn Holmes - No report was available

OSU-OKC: Kristy Voss - No report was available

OSU-IT: Kevin Hulett noted that OSU-IT campus had its surplus auction and received over \$53k; the employee banquet was recently held and was very nice and appreciated by staff; dignitaries from 6 institutions and students attended the articulation agreements announcement; and he [Kevin] is now the President Elect of the OSU-IT Staff Council.

Report of Standing Committees

Rules & Procedures: Kathie Tanner

Kathie thanked her committee for all their effort this year. She reviewed the R&P year-end report (attached).

Policies, Benefits, and Budget: Nathan Moorman

Nathan thanked the PB&B committee members and discussed the year-end report (attached).

Public Relations: Shelley Potter

Shelley noted the items in the PR year-end report (attached) and thanked her committee.

Awards & Recognition: Sue Goad

Sue reviewed the committee's year-end report (attached). She thanked the committee members as well as Aleigha for their committee work this past year.

Report of Standing Committees

Faculty Council Report: None

Department of Wellness: Mary Talley, Manager, Wellness Center, went over the Wellness handout (attached). Mary noted that "America's Healthiest Campus" ® has been trademarked by OSU.

Officer's Reports

Secretary's Report: Mickey Gregg - No report.

Vice Chair's Report: Shawna Goodwin reported that all scholarships have been awarded and the recipients have been notified.

Chair's Report: Darlene Croci – No report. She thanked the council for all their support this past year [and passed the President's gavel to Nathan].

Unfinished Business - None

New Business

Mickey Gregg presented the Officers' resolution re: OSU Staff Council Chair Special Pay Request (attached). Discussion followed, the resolution passed and will be forwarded to Administration.

Announcements

The next meeting will be the July 9 @ 1:15 pm in 412 Su-Council Room.

Jovette Dew noted there will be a special Alaskan Native grandparents presentation by a 9th grade student from Alaska on Thursday, June 19 from 9-11 am in 202 Human Science West. This is part of Dr. Tammy Henderson's research [http://humansciences.okstate.edu/hdfs/content/view/63/52/]

The meeting was adjourned at 1:55 pm.

Respectfully submitted,

Mickey Gregg

OSU Staff Advisory Council Treasurer's Report May 31, 2014

SAC MAINTENANCE A	CCOUNT
1100017	TOTAL
INCOME	
Balance Forward 7/1/13	\$3,431.94
General Fund Salary	9,300.00
Gen Fund Benefit Alloc	3,376.26
Gen Fund Maint Alloc	21,793.00
TOTAL REVENUES	37,901.20
EXPENSES	
Distinguished Svc Awards	12,036.11
Service Awards	3,961.75
Staff Appriciation Day	11,437.15
SAC Shirts	273.82
Office Supplies	506.06
Fundraising Supplies	19.35
Training Lunch in June	247.33
End of Year Plaquest	203.01
TOTAL EXPENSES	28,684.58
ACCOUNT TOTAL	\$9,216.62
SAC FUNDRAISING AC	COUNTS
	TOTAL

	IOTAL
INCOME	
Balance Forward	\$4,039.00
Homecoming Fundraiser	980.95
Erik Wahl Paintings	2,115.40
Staff Parking Space Fundraiser	558.00
SAC Celebration Vendor Tables	475.00
TOTAL REVENUES	8,168.35
EXPENSES	
Parking Raffle	
3	(343.49)
Eric Whal Shipping	(\$98.39)
TOTAL EXPENSES	(441.88)
ACCOUNT TOTAL	\$8,610.23

Funds Deposited with OSU Foundation April 30, 2014 **OSU STAFF SCHOLARSHIP FUND** Cash Balance Forward 7/01/13 \$10,491.04 Fiscal Year to Date Activity 4,555.59 Balance 15,046.63 Endowment Balance Forward 7/01/13 107,124.02 Fiscal Year to Date Activity \$6,812.03 Balance 113,936.05 ACCOUNT TOTAL \$128,982.68 OSU STAFF PROFESSIONAL DEVELOPMENT FUND Cash Balance Forward 7/01/13 \$365.00 Fiscal Year to Date Activity 140.00 Balance 505.00 ACCOUNT TOTAL

\$505.00

OSU Staff Advisory Council FUNDRAISERS As of June 2014

ACTIVITY	FY 14	FY 13*	FY 12	FY 11
<u>Homecoming Fundraiser</u> Deposits Expenses Net	\$980.95 \$980.95	\$1,278.00 \$0.00 \$1,278.00	\$673.00 (\$360.00) \$313.00	\$1,538.00 (\$400.00) \$1,138.00
<u>#REF!</u> Deposits Expenses Net		\$0.00 \$0.00 \$0.00	\$471.00 (\$60.00) \$411.00	\$620.00 (\$80.00) \$540.00
<u>Staff Development Day</u> Deposits Expenses Net	<u>Erik Wahl Paintings</u> \$2,115.40 (\$98.39) \$2,017.01	Erik Wahl Tickets \$1,425.00 \$0.00 \$1,425.00		
<u>Staff Parking Space Fundraiser</u> Deposits Expenses Net	\$558.00 (\$418.49) \$139.51	\$601.00 \$0.00 \$601.00	\$717.00 \$0.00 \$717.00	\$953.00 \$0.00 \$953.00
SAC Celebration Vendor Tables Deposits Expenses Net	\$550.00 \$0.00 \$550.00	\$885.00 \$0.00 \$885.00	\$750.00 \$0.00 \$750.00	
Total	\$3,687.47	\$4,189.00	\$2,191.00	\$2,631.00

SAC RULES AND PROCEDURES COMMITTEE 2013-2014 ANNUAL REPORT

COMMITTEE MEMBERS:

Kathie Tanner, Chair Lora Polson Matt Davis Melanie Bayles Teresa Duston

The committee began its work in September with an organizational meeting that introduced new members to the responsibilities of the committee and to their role on the Staff Council. The chair outlined the responsibilities of the committee if the Council approved the Re-Organization sub-committees recommendation for changes in the distribution of council seats.

The Rules & Procedures Committee would be responsible for:

- A. Vote by all staff on re-organization (districting) of areas of council representation,
- B. Prepare for vote changes to the Constitution for council approval,
- C. Conduct vote by all staff (Stillwater Campus) on changes to the Constitution to incorporate the re-organization of council representation,
- D. Review/update the bylaws to be in compliance with the Constitution,
- E. Make recommendation to the Council for approval of proposed Bylaw changes,
- F. Review/update the Council seat nomination form and seek the Councils approval of the changed form,
- G. Send out the nomination form, advertise open seats and set the dates for the elections,
- H. Conduct the elections, and
- I. Report the results to the Council.

January 2014 the Council and the OSU Stillwater Staff approved the proposed changes to the OSU Staff Advisory Council Constitution restricting the representation areas of the Council members.

The R&P committee then moved immediately to the revision of the bylaws to ensure that they were in compliance with the constitution prior to the 2014 elections to be held in April.

Following approval of the proposed bylaws changes, the committee proceeded to announce the Election timeline and send out the nomination forms. The committee also put together a document, "A Staff Advisory Council Member Responsibilities" to explain to potential members what is expected of them as a council member.

Each nominee's information was submitted to the Public Relations committee for posting on the website; "Meet the Candidates" section. Elections were held April 14 – April 30. Results were reported to the Council at the May meeting.

The Executive Committee asked the R&P committee to look into excused/un-excused absences from SAC meetings. The committee has taken this under advisement is conducting research prior to making any recommendation to the council.

Rules & Procedures committee members, Melanie Bayles and Kathie Tanner would like to continue on. Melanie has offered to become the Chair and Kathie is willing to continue to maintain continuity with unfinished projects.

Submitted by:

Kathie Tanner, Chair, Rules & Procedures Committee Staff Advisory Council Staff Policies, Benefits & Budget 2013-2014 Annual Report

June 11, 2014



Staff Policies, Benefits, and Budget Committee

Four or more members of the Council shall constitute the Staff Policies, Benefits, and Budget Committee. The functions of this committee include, but are not necessarily limited to:

- **1.** Reviewing current fringe benefit and personnel policies. They may also propose new policies.
- **2.** Making recommendations for proposed changes as they affect staff employees, and reporting to the Council for action.

Committee Members:

Jovette Dew Sharon Irwin Jared Johnson Cox Emily Snow Donna Whitmore Nathan Moorman, Chair

End of Year Report

- We started off our year with the continued discussion of dependent tuition waivers. As always this was a very large and long lasting topic, however in the end it was decided that this item should be removed from the agenda until a time at which it would be better received.
- We discussed the ADA Position for the Faculty and Staff and found that a new EEO director should be hired with in the month during which we were discussing it.
- We looked into the Staff Evaluation Policies because it was understood that these where not sent to the HR department. Come to find out that this was more of an isolated incident where a person felt that they were doing more than their job required and felt that this person should be informed that if that is the case than they can go to the ethics point on the HR website or request a review of their job description from HR.
- We discussed the Physical Plant shipping Policy ##-0854 and found that though there was a problem with one incident of the ADA access to a building being blocked that this was simply a miscommunication between the building and the Shipping Department.
- We discussed having the parking permits divided up amongst 12 months rather than just 9 to lessen the blow of having another increase this year. We sent a recommendation to the administration regarding this item.

- We discussed the fact that there would be an increase to the insurance again this year and found that though there was an increase that would be counteracted by a reimbursement for the nontobacco policy instituted by the insurance.
- We discussed and presented a formal recommendation to the administration for providing a Short Term Disability Benefit to staff to provide coverage for the period of 2 weeks to 6 months after a disabling event for those staff members who may not have enough time built up. This benefit is to be provided at the employee cost.
- We discussed the possibility of having defibrillators installed in all buildings on campus. There are several buildings that already have them installed and the rest are under review.
- We reviewed and discussed HB 2887. We were asked what the Stillwater Campus' Staff's stance was on this bill. During our discussion we found that though this does change the administration's ability to change our policy and more choices to do so. Our current policy which is that there is to be no concealed carry on campus for any reason, and we have decided to abstain from further action on this item until such time as the administration reviews or changes our current policy.
- We discussed the Pay Exception Form that was instituted by the administration that if a current employee receives a raise of more than ten percent that that raise must be justified, done so with extra forms and paperwork. This is not only for raises for the current job, but also if switching to a new job. It is felt as though this is unfair to current employees as it may be seen to be easier to hire an outside person for a new position. Also there seems to be some confusion as to how much the top limit is whether it is 5% or 10%. This is still under discussion and review.

Submitted, Staff Policies, Benefits & Budget Committee Nathan Moorman, Chair



June 11, 2014

Public Relations Committee

Four or more members of the Council shall constitute the Public Relations Committee. The functions of this committee include, but are not limited to:

- 1. Keeping the University community informed of all activities of the Council through whatever channels of communication are deemed necessary.
- 2. Maintaining the Council web page.

Committee Members:

Shelley Potter-Chair – Ombudsmen hiring committee – Staff Scholarship Committee Andy Adsit – Maintains Council's web page Sheryl Beeler – Redistricting ad hoc committee Marsha Chapman – Distinguished Service Award Subcommittee Stephen Meyer – Staff Development Day Subcommittee Aleigha Mariott – Special advisor

September

Council polo shirts ordered and delivered to new council members Discussion began for the advertising of the Eric Wahl paintings Created "Save the Date" e-mail for the Staff Development Day Awards and Recognition committee provided a flyer for the homecoming raffle. DSA committee provided information for web-page update

October

Work began in earnest for advertising the paintings. Website advertisements, email advertisements, posters made and distributed throughout campus

November

Andy Adsit created Art Auction Webpage and email for Auction bidding. Kept webpage updated throughout auction and managed delivery of art once the auction was completed.

December

Participated in Harvest II food collection and tallying.

<u>January</u>

Worked on "Save the Date" for Staff Celebration Day. Webpage updated with staff awards. Work requests discussed for Staff Celebration Day, parking raffle and lunch ticket.

February

Continued to edit flyers, emails and announcements for Staff Celebration Day, parking raffle and lunch ticket.

<u>March</u>

Created lunch ticket, vendors invitation,

<u>April</u>

Sent invitations to vendors and benefit providers.

May

Staff Scholarship meeting.

Submitted, Public Relations Committee Shelley Potter, Chair June 11, 2014

Committee Members:



"The council that's working for you."

John Stephens Shelby Sanders Meghann O'Harrah Sue Goad, Chair from 8/9 – 6/30 Anna Greene- Hicks 7/1/13-4/24/14 Ray Catalino – Chair from 7/1/13-8/8/13 and A&R Committee Member 4/26/14-6/30/14 Shawna Goodwin, Co-Chair Melisa Echols

Awards and Recognition Committee: Its charge according to SAC Bylaws:

This committee shall consist of four (4) or more members of the Staff Advisory Council. The Committee shall be responsible for policies and procedures related to the presentation of an annual award and recognition of Administrative/Professional and Classified staff members of Oklahoma State University. This Committee shall administer the awards nomination and selection process and conduct the awards presentations. The Awards and Recognition Committee will be responsible for other awards and recognition of staff as such arises.

1. Distinguished Service Award Sub-Committee:

This sub-committee of the Awards and Recognition Committee shall be responsible for the selection of the Distinguished Service Award Recipients. Membership shall consist of the Vice-Chairperson of the Council, the Chairperson of the Awards & Recognition Committee and one (1) member from each of the permanent committees of the Council. The SAC Vice-Chairperson shall serve as Chair of this sub-committee.

2. Scholarship Subcommittee:

This subcommittee of the Awards and Recognition Committee shall be responsible for activities associated with the Council scholarship. Membership shall consist of the Vice-Chairperson of the Council, one (1) member from each of the permanent committees of the Council, and any outside, non-council members the Vice-Chairperson deems reasonable. The Council Vice-Chairperson shall serve as Chair of this subcommittee. The duties of this subcommittee shall include but not be limited to:

- **a.** Drafting scholarship application forms the application form used shall be submitted for review and approval by the May meeting of the Council.
- **b.** Advertising the scholarship advertising of the scholarship's availability shall begin no later than July 1 of the calendar year.
- **c.** Administering the scholarship award the subcommittee shall determine eligibility criteria, confirm eligibility of the applicants, select recipients, and supervise the dispersal of monies.

2013-2014: Meetings & Responsibilities

Awards & Recognition Committee members met 10 times between July 2013 and May 2014. Sue Goad, Chaired and Shawna Goodwin (past chair) functioned as Co-Chair of A & R this year, ensuring continuity of committee management and procedures from 2012-2013. This was especially valuable for the additional responsibilities given to the committee. An ad hoc committee was formed and charged with creating a Request for Proposal (RFP) at the request of Jamie Payne in OSU Human Resources for the newly approved Catalog Service Awards system purchase. This RFP was not only created by this ad hoc subcommittee but they were charged with completing the bid processes and selecting a vendor for this new award system. The Catalog Service Award System proposed start-up date is July 1, 2014. MTM Recognition was selected as the Vendor by the committee. The A&R Committee will be responsible for monitoring and maintaining this system with the assistance of OSU Human Resources and SAC support staff that may be appointed in the future.

2013-2014: Awards and Appreciation Activities:

Staff Service Awards

Staff service awards consisted of service pins, pad folios and bricks placed in the OSU Formal Garden. The service pin and pad folio awards were sent to recipients via campus mail at the January 30 A&R monthly meeting. Bricks were placed in the formal garden by Physical Plant on or before May 9, 2014. Certificates were mailed to brick recipients the first week of May, 2014. The total staff awarded by each category this year is as follows:

5 Year Service Staff	214 Orange Pad folios
10 & 15 Year Service Staff	74 & 59 respectively, OSU Lapel Pins with Black Stones
20 Year Service Staff:	36 OSU Lapel Pins with Orange Stones
25 Year Service Staff:	50 Orange Pad folios and OSU Lapel Pins with Clear
	Stones
30, 35, 40, 45 Year	58 Bricks in the OSU Formal Gardens
Service Staff	

Administration funded the cost of the pad folios at \$3005 and the Bricks at \$2900.

Staff Development Day and Luncheon and Distinguished Service Award Presentations – February 28, 2014

OSU staff were invited to attend the Fall Convocation in the Alumni Center in December 2012 for the DSA awards. This year it was decided that the Staff Development Day and Luncheon at the OSU Alumni Center would be the venue for the presentation of the Staff Distinguished Service Awards.

A motivational guest speaker named Ryan Estis presented a morning and an afternoon session. Immediately following the morning session, DSA awards were presented.

President Burns Hargis assisted the SAC President and Chair of the DSA Committee in the presentation of the awards. There were (5) Finalist awards given in each staff classification category and (3) Semi-finalist awards in one category. A total of \$5,250 in awards were presented. Each recipient received a plaque as well. The finalist were recognized individually as they walked across the stage. They also were given reserved table seating at the front of the hall.

Following the presentation box lunches from Freddy Paul's Catering were served to the staff for lunch. Total Awards, Plaques and Program cost for both the Presentation Luncheon and the DSA awards totaled \$12,036.

Staff Celebration Day – Thursday, May 22, 2014

The Staff Celebration Day was held at Boone Pickens Stadium for the fourth year in a row. B&B Catering of Oklahoma City provided a Barbeque dinner for the first time at the event. Vice President Gary Clark spoke to the staff on behalf of OSU Administration. Jesse Barnes provided the music and was the DJ for the event. Pistol Pete visited the staff and helped to draw the winning ticket for the Parking Space Raffle. The total attendance was approximately 1000 staff. This was down by 350 from last year. The lack of custodian staff attendance was reasoning for the lower numbers. A survey will be sent out to all staff employees asking for their input of the Staff Celebration Day. Results will be shared at the June 2014 board meeting and used to plan future events. Informal feedback was once again highly favorable about venue, food, and organization.

B&B Catering	\$8882.50	1420 brisket & smoked turkey meals with 80 vegetarian rib-let meals, including 3 sides, bread and dessert.
University Dining	\$ 578.00	Canned soft drinks (Water bottles donated by OSU Utilities and Emergency Mgmt.
Physical Plant Truck Services	\$1960.44	Labor cost for tables & chairs setup, pickup of and Recycle Department.
Supplies	\$840.58	Balloons, table covers and tables for Vendors Signage, ticket printing (\$550 collected for table rental)
Pre-approved total	\$16,000.00	
Current Total	\$12,261.52	

Picnic expenses breakdown is listed below:

2012-2013: Fundraisers:

The A&R Committee promoted two raffle fundraisers this year. The Homecoming Game Ticket Raffle was in the Fall and the Parking Space Raffle was in the Spring. Raffle tickets were sold for \$1 each or 6-tickets for \$5.

The PR Committee and the A&R Committee teamed up with the SAC Chair to find a reasonable yet profitable way to market and sell the 5 pieces of Erik Wahl graffiti art that was donated to SAC at the 2013 Staff Development Day Presentation. After consulting with OSU Marketing and Art professionals an online art auction was created on the SAC website. The Art was displayed at the Student Union Store for a month during the auction period from October 17th to November 17th. Many on campus and off campus bids were received and the auction was a success.

	Grand Total	Expenses	Net Profit	
1	\$980.95	\$0	\$980.95	Homecoming Game Ticket Raffle – Two 50 Yard Line Tickets to the October 19, 2013 Homecoming game were donated and raffled. These tickets were donated by President Hargis' office and valued at \$500.
2	\$558.00	\$72.89	\$485.11	Designated Parking Permit Raffle 2014-2015 –One year designated parking permit in a staff parking lot closest to the staff's work location. Permit donated by Transportation; sign/post donated by Physical Plant. Drawing held at Staff Picnic May 22, 2014.
3	\$2,115.40	\$19.35	\$2,096.05	Erik Wahl Art Sale – Fall 2013 – Five pieces of Erik Wahl graffiti artwork and a shipping box with artwork that was donated to SAC at the 2013 Staff Development Day Presentation was sold on SAC Website Auction. Shipping costs were included in the price so shipping boxes were the only expense accrued.
3	\$550.00	\$192.50	\$357.50	Vendor Table Rental - Vendor Tables were rented at \$25.00 per table at the Staff Celebration Day picnic.
	\$4,204.35	\$284.74	\$3,919.61	Totals

2013-2014: Sub-committee participation:

- A&R Committee members participated on the sub-committees as follows: <u>Distinguished Service Award</u>: Shawna Goodwin, Sue Goad & Shelby Sanders <u>Scholarship Selection</u>: Shawna Goodwin and Shelby Sanders <u>Staff Development Day</u>: Shawna Goodwin and Shelby Sanders
- A&R Committee members participated on the following Ad-Hoc Committees: <u>Catalog Service Award RFP:</u> Sue Goad, Shawna Goodwin, Shelby Sanders, Anna Greene-Hicks

Erik Wahl Painting Auction: Sue Goad, John Stephens

Staff Celebration Day: All members of A&R Committee

Submitted, Awards & Recognition Committee Sue Goad, Chair



Summer Splash-In

June 13 "Frozen"

July 8 "Finding Nemo"

Group Lessons

8:00 p.m. Colvin Outdoor Pool Free

*At least one person per family must be a benefits-eligible employee or community Wellness member.

PERSONAL TRAINING SMALL GROUP

-4-6 people

-1/2 hour or 1 hour sessions -2 days/week:

\$60/semester -3 days/week:

\$90/semester



Fall semester registration begins July 21.

FLV FIGHING 101

June 26 from 5:30-7:30 p.m. Seretean Wellness Center Lecture Hall \$45/person Includes classroom session & two 1 hour private lessons



June 16- 26 July 7 - 17 July 21 - July 31

*Special Saturday ONLY session: May 31 - July 19

Employee and Community Wellness Members July Massage Discount

Employees and community Wellness members get a 20% discount on all 60 or 90 minutes massages for the month of July. Space is limited.

For more information or to register for an event call 405-744-WELL (9355), vist wellness.okstate.edu or email wellness@okstate.edu.

EMG

Recommendation No. 1406110fficers-34

Moved By: Mickey Gregg, Secretary, representing SAC Officers

________X_Passed ______Tabled ______Failed

Title: OSU Staff Council Chair Special Pay

The Staff Advisory Council Recommends to Administration that:

The Staff Council Chair receive special pay during term of office. The term will run from July-June and it is requested that since the Council meets monthly, Chair will receive a net payment of \$750 (i.e. 'grossed up') quarterly. Payments will be made in September, January, April and July for the preceding three months of service. In the event of a resignation or termination, the current payment will be pro-rated. In the event of assuming the position of Chair for a partial term, the payment will be pro-rated.

By providing this stipend/special pay, Administration would be acknowledging, that although all council members are volunteers, the Chair is actively involved with all aspects of the internal and external operations of the council. Also, the Chair is frequently called upon to perform duties or attend functions that cannot be delegated to other council members or staff employees.