Absent: Adams, Allen, Lyda, Reeves, Herrin, Massey, Simmons, Smith, Thompson, Taylor.

Guest Speaker: Becky Martin, lobbyist for the South Carolina State Employee Association spoke to the Commission. Becky shared information for a pay plan for state employees. Information about raises is available in the SCroll newspaper published by the SCSEA. We are 8.2% behind the rate of inflation and public employees are 8% behind the private sector.

Becky encourages all state employees to talk to our local legislators. Make contacts regularly and loudly. It means a lot to the legislature to see employees personally in Columbia expressing concern. Generally the group who visits regularly and loudly get the attention and the funding. Becky serves as both a lobbyist who visits legislators and also as a field representative to recruit members for the SCSEA. The next three weeks are crucial as the Ways and Means Committee is preparing work for the budget.

The pay plan involves 15 levels. The suggestion has been offered to let the State Agency come up with their own funding for merit raises. This is not acceptable because all agencies are not revenue makers. State employees are an operating expense therefore should have funding put into US!

Questions from the Floor:
1. Under the plan do you move up one level per year?
Under the Governor's plan, an employee would receive a maximum increase of $450 and the minimum would move up for the base of that pay grade. Any across the board increases move the base up. The SCSEA is recommending a 6% across the board and implementation of the pay plan.
2). Is the 25 year plan the same as the 30 year plan for proposed retirement?
Yes - and incidentally we have the best retirement program in the nation!

3). Will the recent pay performance plan hurt us in terms of receiving funding from the state for raises?
SCSEA will continue to work for all state agencies on increasing pay - not for particular agencies but for ALL employees at the individual level.

**From the President:** Phil thanked Becky for attending and for the presentation. Dr. Carol Bleser from the Women's Commission will be the guest speaker for March and will discuss day care issues. The March meeting will be held at the Student Senate Chambers. Phil announced that the minutes are loaded onto the DORIS database but have been two months behind due to the holidays.

The April meeting will be held on April 13 for the annual luncheon. Officer nominations should be made in March at the full meeting. Phil is also suggesting that we invite a legislator to attend a full Commission meeting.

Phil thanked Judy Pilgrim for serving as a representative at a retreat for Extension.

The minutes were accepted as written.

**Committee Reports:**
**Policy/Welfare** - Stephanie Pawlowski reported that the committee is waiting to hear officially that staff can attend graduation during work time. Also the committee is waiting to hear about the committee formed to improve faculty and staff relations. Phil interjects that the heads of Faculty Senate, Student Senate, Graduate Students and the Commission are joining together to meet and discuss joint concerns.

**Communications** - Jo Abernathy presented a handout. She announced that the Commission is requesting to purchase a banner to use for the Benefits Fair. We also need an official logo and asked the staff for suggestions. Some prize will be given for the logo winner. Jo thanked Susan Reeves for her work on the newsletter - particularly since Susan is a volunteer.

Jo also announced that the staff should understand that if the EPMS isn't completed by the deadline, the employee is
automatically given a "Meets".

**Scholarship** - Cecil McCaskill announced that the drive for the Scholarship Fund is over. More than forty new participants joined during the Benefits Fair. Please inform all employees that the Golf Tournament is coming up in April. Any and all volunteers will be appreciated.

**Membership** - Kay Long announced that new members are being elected. Phyllis Brown left the university so April Haynes is finishing the year as representative. Please turn in your notebook to Kaye Hickman or Kay Long to pass to new members. New members will be invited to the March meeting. Phil commended the committee for their hard work.

**Treasurer's Report** - Lynn Reeves absent.

**University Committees:**

**Traffic/Parking** - Stephanie Pawlowski handed out the new regulations for 1994-1995. Two new lots will be constructed near the Fire Station by August (177 slots) with a tiered parking lot across the street (600 spaces) by mid August. The biggest change in parking will come with the new Student Center. C1 and E1 lots will not be used during construction. If employees want C1 to be employee, we should tell Stephanie.

**Accident Review Board** - Lillian Lappie reported 17 cases were reviewed. Twelve were referred to Defensive Driving; four were no fault and one charged. Freddie Harbin also announced a large vehicle training session will be held soon. A representative asked about restrictions for driving university vehicles. No, but the Head of the Department is ultimately responsible.

**Strategic Planning** - Ruth Taylor absent. Phil announced that the Committee has changed and new subcommittees formed. Phil is serving on the Organizational Structure and the Commission will perhaps have more members participating at a later date.

**Joint City-University** - Cecil McCaskill has a copy of the Community Relations report given to the City by the University. See Cecil if you are interested. Next month, the City will present their plan.

**Facilities Planning** - Melanie Baker reported on the four new buildings slotted for construction. The new Student Center, Hanover House (will move to Botanical Gardens area in April), the new Visitor Center on Hwy 93 and the Animal Research Facility (will move to Perimeter Road). The Deans have announced that the
center of campus will be used for undergraduate instruction - no new parking in this area.

Athletic Council - Patsy Sowell gave copies of the minutes to Teri Alexander for distribution with the minutes. She also reported that the pay performance group on which she served has been called back to discuss criteria for an employee recognition program. The State has approved the program. The criteria will be approved by the Board of Trustees. Award money will be funded by the Agency or the Department. Programs in place won't be affected.

Recreation Advisory - Helen Adams absent.

Telecommunications - Kaye Hickman reported the committee is changing to Systems Information Steering Committee. Task Forces will be set up and classified staff will be represented. Discussions on 911 system are starting again at the county wide level. Bids for campus cable will be out in April. A new tariff rate from Southern Bell has saved the University $25,000 and may be used for upgrading phone systems in buildings.

SCSEA - Robbie Nicholson announced a legislative breakfast in Pickens on Friday, February 11 at LeJuan's restaurant. She urged attendance.

Business Services Committee - Freddie Harbin reported that the group is working with local merchants using the ATM card. Please bring your comments to Freddie.

Old Business - none.

New Business - Cecil McCaskill encouraged representatives to talk with new representatives about serving on the Executive Board.

Recorded by Teri Alexander.

Next Meeting - Tuesday, March 8, 1994 - 10:00 am - Student Senate Chambers.