

Staff Engagement Committee (SEC)

Meeting Agenda

July 30, at 8:30am in Zoom

<https://tamu.zoom.us/j/94998628409?pwd=OEg4eWc3TVU3NmtCZVRINWtYZmc5dz09>

Meeting ID: 949 9862 8409

Passcode: 411867

1. Welcome
2. Opening Meeting Question?
 - a. What kind of neighbor are you, at home and/or work?
3. Approval of May Minutes
 - a. Motion to approve: Darlene Whyte
 - b. Motion 2nd: Mofie Thomas
4. Administrative Report- John Crawford, Vice President for Finance & CFO
 - a. FY25 is complete. President will be sending out letters to VPs and Deans with the decisions that were made and what their allocations are.
 - b. 4% merit program for FY25.
 - c. President wanted the Strategic Budget Council to focus on “Fixing the Foundation”. Gave money to the Deans for retention and to hire new faculty.
 - d. Working on a hurricane safe/rec building in McAllen that will allow students, staff, faculty, first responders and others that need shelter.
 - e. Based on new FLSA effective June 1st TAMU has increased exempt employees that made under \$43k to \$45k. FLSA had a July 1st deadline to bring ONLY exempt employees that made under \$58k across the country. Texas currently is on hold as they have an injection keeping them from having to make the increase. If passes some exempt employees may be moved to non-exempt which would allow them to earn overtime.
5. Benefits Report- Stacey Havel, Benefits Services Administrator, HROE
 - a. Open enrollment closes July 31, 2024. If you have an FSA account, you have to do open enrollment.
 - b. Superior/ MetLife is changing glasses from \$150.00 a year to \$200.00 a year.
 - c. Brazos Valley Network with CHI St. Joseph and Baylor Scott and White. They do 10% Co-Insurance is ending April 30, 2025.
6. University Staff Council Report, Katherine McLelland or Gloria Brecht
 - a. Last USC meeting was a transitional meeting from one fiscal year to the new fiscal year.
 - b. Staff Emergency Funds- the totals for 5K run made \$12k profit.

- c. MarCom is drafting a letter to be sent out to staff to donate to the Staff Emergency Fund to help staff, students and faculty in Galveston due to the most recent hurricane.
- 7. Old Business
 - a. SEC Committee Vacancies
 - i. Still have vacancies that need to be filled
 - 1. Arts & Sciences needs 1
 - 2. Financial Management Services needs 1
 - 3. University Accounting Services needs 1
 - 4. Finance Operations needs 1
 - 5. Student Business Services needs 1
- 8. New Business
 - a. Updates from sub-committees
 - i. Going over changes to the by-laws
 - 1. Dannah will email by-laws with all of the changes to the committee to vote on at the August meeting.
 - ii. Staff Appreciation- Darlene Whyte
 - 1. Keys to Excellence Awards is October 22nd
 - 2. Nominations will open on August 19th-30th
 - 3. Division holiday party will be December 17th at Big Shots/Top Golf
 - iii. Staff Development- Sybil Camacho
 - 1. No update
 - iv. Onboarding- Clayton Holle
 - 1. Have met with John several times. Have updated some of the main documents.
 - 2. Looking at doing a pilot project before the main roll-out. Looking at a January 1, 2025, roll-out to the division.
- 9. Closing Discussion
 - a. Announcements
 - b. Next SEC Meeting, Tuesday, August 27, 2024, at 8:30am.
- 10. Adjourn
 - a. Motion to adjourn: Leslie Dunn
 - b. Motion 2nd: Rebecca Spangler

Important Dates:

September 2, 2024	Labor Day Holiday
September 4, 2024	Division Town Hall, Rudder Theatre Complex
October 22, 2024	Division Keys to Excellence Awards Ceremony, Rudder Theatre Complex
December 17, 2024	Division Holiday Party, at Big Shots