I. Call to order

Carol Comito called to order the regular meeting of the Work Climate Committee at 11:00 am on Wednesday November 15th, 2017 at the Memorial Union.

II. Roll call

In person attendance:
Laura Oglesby
Roger Camarena

Conference Call:
Lexi Tempe
Lucy Downtown
Tierra Downtown
Debbie Garcia Tempe
Erin Baldy Tempe
Jennifer Lanier Tempe
Cathy West
Cathy Martin Tempe
Yoli Tempe

III. Approval of minutes from last meeting

IV. Open issues

a) Supervisory Evaluations (360s) and that they should get a lower eval themselves if evals are not done properly

b) Merit Raises vs Evaluations

c) Creating “bi-annual” touch base evals to let employees know what needs improvement

d) Results of the pay increase letter that was given to Kevin Salcido and President Crow.

e) How money is distributed for merit/cost of living/salary increase differences
f)  2018 Salary Increases?

V. New business

a) Discussion of Evaluations in other departments. Didn’t get much feedback from committee members.

b) Discussed why some departments give 5s and some only give 3s

c) Question on budget and if money is specifically for pay increases

VI. Adjournment

Carol Comito adjourned the meeting at 12pm.

Minutes submitted by: Laura Oglesby