

WVU Parkersburg
STAFF COUNCIL
Chair: Rodney Parker

Minutes

2:30 p.m., December 18, 2019
Community Room

Present: Brandon Amos, Dennis Carnes, Al Collins, Pat Harris, Cody Irick, Kim McFee, Pat Mollohan, Rodney Parker, Rebecca Rhodes and Kathy Wince

Absent: Doc Moore, JB Skidmore and Brad Wilson

Special Guests: Scott Poe and Melissa McKinley

1. **Scott Poe presents more information on the Mercer pay scale and plans for implementation.**
 - a. The Mercer pay scale structure was approved in September 2017.
 - i. WVU Parkersburg needed permission from West Virginia University to use the pay scale, which was granted on November 19, 2018.
 - ii. Scott Poe and Martha Lamp attended training in December 2018.
 1. At this time, software for the new system is still being configured as well as master specifications, parent/child relationships, etc.
 - b. The Mercer pay scale has fewer pay grades compared to the current WVU Parkersburg system, but the grades are wider. Therefore, there is more employee flexibility and incentive to achieve professional development.
 - c. Contrary to the WVACCE, there is no deadline for implementation set forth by the CTCS or Policy Commissions Board.
 - i. On July 1, 2019, there was a mandatory increase to minimums.
 - d. There are several pending components of implementation.
 - i. In the future, employees and supervisors will collaborate using a Baseline Master Draft (created by Mercer and vetted by ACCE and HR committees) and current PIQs to create a job description.
 - ii. There will be input and guidance from HR.
 - iii. Qualifications are determined by the position and not the person.
 - e. A Pay for Performance evaluation may be a by-product of the Mercer pay scale. However, the college will need administrative support, an evaluation matrix and funding to sustain the notion.
 - f. In the future, HR will schedule town hall or group meetings to discuss how or when the Mercer pay scale will be posted.

2. Minutes from the November 20 meeting are approved with one correction on #7.
3. ACCE Representative Kim McFee provides updates from November's ACCE meeting.

 - a. Staff recently received an email containing more detailed notes from the meeting.
4. Staff Council votes on Employee of the Month.

 - a. The Employee of the Month for January is Linda Dotson.
5. Kim McFee motions for the meeting to be adjourned. Brandon Amos seconds the motion.
6. Next meeting: Wednesday, January 15, 2020, in the Community Room.