**FORUM Minutes**

**October 15, 2019**

Committee Updates:

**Security Service Advisory: Miiki & John & Angel**

Set up comfort areas for sharing. Making boundaries and guidelines. Security has name tags and new vehicles (coming soon) and starting employing student dispatchers. Talked about parking (16 new spots) and you will be fined if you use a student spot. Security checks every day and if in violation, fines are sent directly to student, via email.

**Budget: Shawn**

The first meeting was more general and broad overview. Second meeting was about staff salary and health benefits. Staff salary, Kristin came and talked about market measures in Mn. MN has lower employment rate than most states which is causing market pressures. Last year high average of salary increase, does not include union contract (expires July 2021). Also talked a little bit of salary survey (corrected by cost of living) for most staff we are within 4% of average (above the average)-exception a group of union employees. HR also does a campus wide survey of salary to see where they fall within the grade-we are within the center or above. She checked from national surveys for incoming employees (well-being, career development, tech development-providing new tech, wok-life balance, salary). Carleton specific: 17 open positions and 24 opening (not normal for Carleton). Turn over for every year (last year 21%) and this year 19% which is very high for Carleton. Community Resource-if interested let Kirstin know. She has been told that 20 vacation days and salary range is too low. People 25miles and further have been requesting working-from-home.

Are we seeing the high turn-over with younger professionals-for that specifically Kristin is not sure she sees that? She thinks it is market pressures and retirements.

Insurance: Increases to health insurance and we are self-insured. Last year, for the first time, we seem to have fully met our obligations-not sure what the costs is going to come forward.

**College Council: Kendra**

Update on circulation and planning. There have been public sessions about accessibility mean to you and want more participation from the community. They would like to start implementing by next summer. Student health services. SHAC had been in temporary space in 30yrs. trying to balance the needs of the students in Northfiled.

OHP presented on efforts are alchol and marijuana culture change.

**Circulation and planning: Todd**

Bike lane will be added. Working with the city on regulations.

**Benefits: Lanhao**

Changes to the insurance plans. Meize premiums will increase and blue will not increase. Blue HAS family contribution will increase.

**CEDI: Miiko**

Transparency on the work we are doing and what has been done. Minutes on the website. Laura from Title IX gave a presentation on work from previous year and hired a prevention coordinator. Long-term was to build a 4-year developmental program. A lot of new people on CEDI.