

# Memo

**Date:** 10/12/2007  
**To:** President Wilson  
**From:** Staff Council  
**RE:** Merit Task Force/ Comments on Draft Charge Letter

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Dear President Wilson,

Staff Council recommends that you appoint the following individuals to the Merit Pay Task Force:

Exempt: Pat Zehr  
Non-Exempt: Connie Vail

Staff Members were given the opportunity to self nominate for the Task Force. In the process they were asked to explain why they wanted to be a member of the taskforce and what qualifications or skills they possess that make them a good candidate.

Please let us know if you accept our recommendation, and we will notify Pat and Connie.

**Comments/Feedback regarding draft charge letter:**

1. Necessity of appointees providing feedback and working with Staff Council. Can this be added?
2. Observation about performance review for exempt staff and why there is no staff council involvement in (or even notification of) this parallel process. We are reminded often that we need to be an all-staff Staff Council, not just non-exempt staff Staff Council. Who will lead this effort?
3. Cathy Spitz's name was omitted from the list of task force members on both the faculty and staff notifications. Are there other people who have been appointed that we don't know about?
4. Why is there a faculty member on the task force and why did faculty get the notice before Staff Council?
5. Use of "task force" vs. "committee". Do you want to use these interchangeably or do you want to use one term exclusively?
6. More specifics about the financial aspects mentioned. There are concerns about perception (one group suffering because another is rewarded). Is there enough money to make this program worthwhile?