

# Current Staff Council Membership

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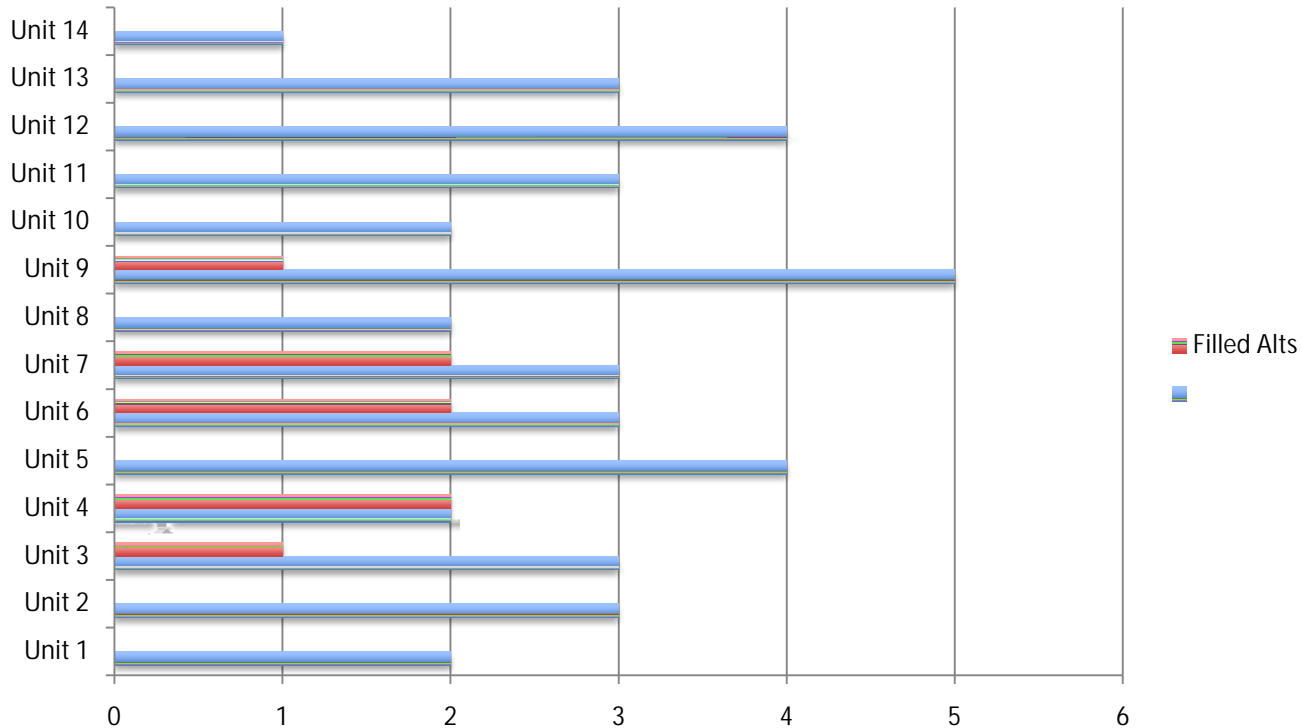
- 2 year terms
- Based on very dynamic designation (unit employee count)
- Very difficult to track how many seats each unit should have
- What if a unit shifts from one group to another? During mid-term?



# Current Alternates Count

(40 total positions, 8 filled)

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## Notes:

20.0% of the alternate positions filled

1 unit with filled with maximum number of alternates

9 of 14 units with no alternates defined

Notes:

46.3% of the positions available currently filled

1 unit at full strength with full representatives and alternates

# Current Membership Benefits

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- Provides a (somewhat) equal sample of the employees for representation on Staff Council
- Some units have low competition for Staff Council seats (incumbent security)

# Current Membership Disadvantages

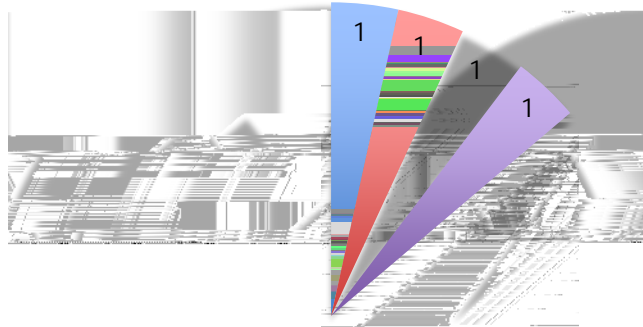
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- Based on very dynamic designation (unit employee count)
- Difficult to track how many seats each unit should have
- What if a unit shifts from one group to another?
- Issues resolving problems when multiple candidates receive the same number of votes and there are not enough positions available
- Low participation
- Alternates are left in limbo with little opportunity to actually participate
- Limited candidate pool from each unit



# At-Large Membership

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■ Bristol Bay





# At-Large Membership Benefits

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- Opportunity for Staff Council to represent all staff, not just their respective unit.
- Easier voting process for EMR to monitor and process. Less likelihood for contention on the results.
- Better participation level
- Bigger candidate pool (all staff, not just a specific unit)
- Candidate elections become a larger scope
- Everyone carries the same weight as any other representative --- 1 vote

# At-Large Membership Disadvantages

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- Shift in mindset from how Staff Council works now where each unit representative focuses on their own issues, rather than the whole
- Could lead to a less diverse spread of representation (as a whole)
- Requires commitment to participate
  - Greater efforts for communication to all staff rather than just unit specific
  - With only representatives those who participate will need to commit to it



# How Would This Work?

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Next election cycle:

This year 3 people run for 2 open seats on council, two of which are Sandy Salary and A. Nonymous from the last years election.

# Hypothetically Speaking

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To get a majority of the seats available a department or unit would need:

- 15 people on Staff Council at once
  - 3.5 hours (monthly meetings) = 52.5 work-hours
  - 1 hour (standing committees) = 15 work-hours
- Total hours: 67.5 work-hours = ~1.75 FTE weeks

With the current budget cuts and staff cut backs any department or unit with this kind of “extra time” available for their workforce may come under extra scrutiny.