

Staff Concerns: Response Received

Topic	Concern	Status
Parking for construction crew	Too many contractor red permits are being issued. The parking garages are full of construction crew, leaving faculty and staff employees of the university to hike up multiple levels in the garages to get to parking	<p>The action requested: If the contractors want all of their crew to park in the garages, maybe they could be restricted to upper levels. Specifically speaking about the Matthews St. garage with the large dorm complex being built.</p> <p>Response from the Steve Herrera and Steve Prentice: <i>Contractors are currently limited to 5 red permits per project plus 2 red permits per subcontractor. The permits they purchase are red permits, so they are permitted to park anywhere a red permit legally parks. Contractors with larger crews are allowed to park additional vehicles at the stadium and shuttle their workers into campus. Transportation has patrolled since this concern was submitted and has seen anywhere between 10 and 20 contractor/sub-contractor vehicles in the Matthews St. garage, with an average of 13 contractor vehicles in the garage. There was previously an issue with crews parking illegally in grassy areas, on curbs etc. They stepped up enforcement in the area and have seen an improvement in that behavior.</i></p>
Compensation	Students are advocating for higher pay with zero experience. Currently I am at the mid earning point for my position, I receive top performance evaluations, but I have not heard about a COLA, a raise or even a bonus.	<p>The action requested: Existing/ long term staff needs to be financially recognized with an appropriate COLA raise and even a "Thanks for not quitting on us, too" raise.</p> <p>HR Response: <i>With regard to salary determinations, Texas State University operates under a merit-based system. We do not offer COLAs.</i></p>
Recognition	I recently hit a major milestone in my time with the university. I haven't received so much as a "Thank you for your years of service" email. The lack of recognition is demoralizing.	<p>The action requested: Staff council has already reviewed this concern but I don't recall if there was a satisfactory solution. Two possible forms of appreciation previously mentioned were onetime milestone bonuses and an extra day or two of leave depending on years served.</p> <p>HR Response: <i>Years of service awards are issued in accordance with UPPS 04.04.54.</i></p>