

2024-2025

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Division of Information Technology
latawnya@vt.edu

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VP for Finance callan9@vt.edu

Secretary/Treasurer: Kari Evans
Division of Human Resources
540/231-7784; tuckere@vt.edu

Parliamentarian: Frank Kerr
Grounds
fwk95@vt.edu

Past President: Serena Young
University Ombuds
540/231-9532; young7@vt.edu

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Division of Human Resources
kenise@vt.edu

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College of Liberal Arts and Human Sciences
tpersson@vt.edu

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School of Education
540/231-3066
amyli11@vt.edu

James D. McComas Staff Leadership Seminar

Nikki Gland-Turpin, Chair
Advancement
540/231- 2190
ngturpin@vt.edu

Policies and Issues

Amber Robinson, Chair
College of Science
hamb08@vt.edu

**To: Executive Vice President and Chief Operating Officer;
Vice President for Human Resources**

In summary of the proposal presented to the Staff Senate Executive Committee (Committee), the university would:

- retire the current supplement program – a taxable \$500 lump sum supplement to benefits-eligible employees with an annual salary of \$35,500 or less
 - this applies to any current or future employees
- instate a \$608 one-time base pay increase for benefits-eligible employees with a full-time base salary of less than or equal to \$43,175
 - this only applies to current employees, not future hires

The Committee shared this proposal with its constituents, and while the Committee and the constituents, by majority, are supportive of the proposal, **the Committee requests:**

1. That the university reviews the number of new employees hired at or below the \$43,175 salary threshold biennially (by September 1 of each biennium)
 - a. The university will share this information with the Staff Senate Executive Committee by October 1 of each biennium; and
2. That the university will work with the Staff Senate Executive Committee to ensure that communication of this program is satisfactorily shared across the university and with the staff employee population.

If the university agrees to the above requests, the Staff Senate Executive Committee will give its full support to this new program. The Committee appreciates the university's commitment to improving this program and the opportunity to be involved in discussions related to staff and non-student wage employees.

**Thank you,
The Staff Senate Executive Committee**