**Staff Council Meeting –June 11th, 2019**

**Item 4: Staff Concern re: Understaffed Areas**

**DISCUSSION ITEM**

Staff Concern Received March 23rd, 2019

Anonymous Submission

Staff Council received an anonymous concern stating that the individual is having to perform job duties outside of their own for significant amounts of time while waiting for a new hire. The individual stated that the other position will often remain unfilled for months at a time, and they would like to see compensation for the additional duties they are having to fulfill during these periods.

**Resolutions/Recommendations:**

* Staff Council would direct the submitter to UPPS 04.04.11 regarding general policies for compensation.
* In addition, the submitter should also review UPPS 04.04.12 which outlines parameters for ‘Pay Above Base Annual Salary for Staff’, including compensatory pay for special projects as assigned and performance bonuses.

**References:**

<https://policies.txstate.edu/university-policies/04-04-11.html>

<https://policies.txstate.edu/university-policies/04-04-12.html>

Presented by: Noel Fuller, Chair