

Indiana Commission for Women
Meeting Minutes
Wednesday, July 21, 2010, at 12:00 pm
Indiana State Library, Room 425
Betsy Corridan, Chair, presiding

Present: Sen. Vaneta Becker, Sen. Jean Breaux, Rep. Jacque Clements, Betsy Corridan, Cindy Felsten, Anne Jacoby, Patzetta Trice, Linda Bloom

Also Present: Kristin Garvey, Executive Director; Anita Samuel, Governor's Liaison; Chelsea Stauch, Executive Assistant; Amy Ali, ICW Intern; Erin Mays, Legislative Assistant to Rep. Clements; Kristi Hall and Dan Hackler, State Personnel Department

Not Present: Lisa Hershman, Rep. Mara Candelaria Reardon, Amy McQueen, Dr. Virginia Calvin, Erin Houchin

Call to Order: The meeting was called to order at 12:15 pm by Chair Betsy Corridan

Presentation by State Personnel Department (SDP): Kristi Hall and Dan Hackler reported that the State of Indiana is at 94.4% pay equity, based on numbers from 2009. Indiana uses the Oliver system to classify salaries, which is a point factor system and is very gender neutral. They indicated that the Hayes system is not used because categories cross, duties and responsibilities of a position cannot be compared and challenges were made to that system years ago. The state also uses a job analysis questionnaire, filled out by employees and their supervisors, to appropriately place jobs into categories. The state pays 88% of the market rate. State of Indiana employees have not received a pay raise in two years. This was an action taken by the Governor to reduce spending to offset declining revenues; however, the state maintains two employee awards programs to reward people who have done extraordinary work. The Pay for Performance system to conduct performance reviews for all state employees also remains in place even though increases are not paid out. The Indy Star reports the salaries of state employees, and Mr. Hackler verified that this report is accurate and receives regular updates. The outcomes were the following:

- Sen. Becker recommended the representatives present same information they provided to her and Sen. Errington, which has an evaluation of each classification.
- The board requested a comparison from five years ago to date
- Sen. Breaux asked for a break-down according to race
- The board would like this information, then invite presenters back to answer questions.

Signing of Board Expectations: Members attending the meeting signed the board expectations document recognizing their receipt and understanding of those expectations.

Approval of Consent Agenda: Patzetta Trice moved to accept the materials contained in the consent agenda as submitted. Those materials are as follows: April 14 Minutes and the Executive Director's report from May and July. Linda Bloom seconded. The motion was unanimously approved by the board.

Committee Reports

- **Internal Operations and Financial Oversight:** Anne Jacoby and Kristin Garvey presented a year-to-date financial report for the ICW. Approximately 20% of ICW's budget was reverted to the State funds, which is higher than the mandatory reversion of 10%. The issue with the ICW's special funds was resolved and there is currently \$14,210 in the account. The ICW requested to adjust the current 90% in salaries to only 71% in salaries because there is a large chunk of our budget going unused. Currently, the unused money cannot be used for operations unless the Office of Management and Budget approves a transfer of funds.

ACTION ITEM: Senator Becker moved to pursue changing the language in the budget bill in order to provide more money for operations. Cindy Felsten seconded. The motion was unanimously approved by the board.

- **Communications and Outreach:**
 - Patzetta Trice reported that an event planner would be asked to manage 2011 Torchbearer Awards. She spoke with two individuals who would be willing to talk to us about doing the work gratis or at little cost to us. Having an event professional will make the event more efficient, clear, scripted, and more special for the honorees. It will also take a lot of pressure off of the ICW staff.

- Amy Ali, summer intern for the ICW, is with ICW until August 6. She has been working to create a mock-up of website for our Legacy Torchbearers. The website is through Google, which will be easy for individuals to maintain after she leaves. Commissioners discussed placing the nominees/finalists on the website, but came to consensus that only the recipients would be included.
- Torchbearer nominations will be open and available on August 31st.

ACTION ITEM: Anne Jacoby moved to allocate up to \$3,500, from the Indiana Women's History Fund, to pay for an event planner if needed and approved by the Executive Committee. Patzetta Trice seconded. The motion was unanimously approved by the board.

- **Legislative Affairs:** Secretary Cindy Felsten believes findings from the Indiana Women's Summit will produce ideas for bills, policies, or issues to advocate. The listening sessions will allow the commission to reach out to the rural communities to learn what their specific issues are. She recommended that since the SDP is confident about the State's pay equity, then ICW might focus on reaching out to the private sector to push for pay equity. Sen. Becker felt the state should not dictate pay equity to the private industries. Sen. Breaux thought, though, we could point out where they could improve. She mentioned the Black Legislative Caucus does this; they come up with issues and bring people together to have discussions to perhaps go into some legislation.
- **Nominations and Appointments:** There is still a vacancy on the board for a non-republican person. Anita Samuel has received recommendations from some of the board members and announced that Anne Jacoby has asked to resign, but will serve until her replacement is found.

ACTION ITEM: Senator Becker moved to elect the following officers: Patzetta Trice as 2nd Vice Chair and Cindy Felsten as Secretary. Representative Clements seconded. The motion was approved unanimously by the board.

Executive Director's Report

- Kristin Garvey reported the Indiana Women's History Association, our close partner, is planning a 90th Anniversary of Woman's Suffrage Celebration on Thursday, August 26, 2010 at the Indianapolis Propylaeum from 7-9 pm. They asked for donations and assistance in finding other partners for small donations.

ACTION ITEM: Anne Jacoby moved to donate \$500, from the IWHA/ICW funds, for the event. Linda Bloom seconded. The motion was unanimously passed by the board.

- Kristin Garvey presented an organization chart, including our AmeriCorps Vista members, Jessica Brannam and Stella Tran, as well as Amy Ali and Chelsea Stauch.

Unfinished business

ACTION ITEM: Anne Jacoby moved to accept the changes to the ICW bylaws, reformatting the committee structure to better suit our needs. Patzetta Trice seconded. The motion was unanimously approved by the board.

Next Board Meeting: The next meeting will be Wednesday, September 15, at 12:00 noon. Tentative topics will include the return of SPD to answer any questions from the more detailed pay equity report requested by Sen. Becker.

Adjournment: Betsy Corridan adjourned the meeting at 2:00 pm.

Respectfully submitted by Kristin Garvey as reviewed by Cindy Felsten, Secretary