

**Staff Council Executive Committee with President Skorton
Meeting Minutes
Tuesday, March 29, 2005, 8:00-9:00 a.m.
101 Jessup Hall Conference Room**

Present: Cheryl Reardon, Jan Waterhouse, Michelle Wichman, Charlie Eastham, Chris Annicella, Hazel Kerr, Ella Born, Sheri Sojka

Absent: None

Administrative Liaison: Sue Buckley, Associate Vice President

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1. **President Skorton's Comments.** President Skorton deferred to the Executive Committee.

 2. **Staff Council President's Comments**
 - a. **Salary Policy.** Cheryl suggests that it is crucial for the P&S salary policy to mirror the increases set in the collective bargaining agreements. There was a discussion of the responses to the email survey of Staff Council relating to salary issues. Responses were divided by constituency groups. Executive Committee will provide a summary statement. President Skorton welcomes input about any reallocation or budgetary decisions that will affect salary policy.

 - b. **Staff Credentials statement.** President Skorton sent the statement out to Vice Presidents to circulate. HR sent it to all HR unit reps.

 - c. **Update on Wellmark Negotiations.** The UI is still pursuing contacts with Wellmark. President Skorton will inform Executive Committee if and when any developments occur.

 - d. **CIC APSC Issue: Domestic Partner Benefits, Ella Born.** At the teleconference on January 24, 2005, the subcommittees gave reports. One subcommittee is studying the issue of domestic partner benefits, which is currently not offered by the University of Wisconsin. The APSC Group has asked if administrators from institutions that offer domestic partner benefits would provide a statement in support of domestic partner benefits, and other information relating to our experience providing such benefits. President Skorton and Associate Vice President Buckley are both supportive. President Skorton will draft a statement to send to the University of Wisconsin Chancellor. AVP Buckley will also contact her counterpart at Wisconsin. Cheryl will discuss the issue with the Faculty

Senate President and suggest that they each contact their counterparts as well.

e. Officers for next year (terms begin April 1, 2005)

- i. Michelle Wichman – President
- ii. Jan Waterhouse – VP/President Elect
- iii. Lori Cranston – Budget Officer
- iv. Mary Lee Neuberger – Secretary
- v. Cheryl Reardon – Past President

3. Associate Vice President Buckley's Comments

a. Career status furlough option was approved by the Board of Regents for a one year pilot program. HR plans to implement the pilot program by May 1, 2005.

b. Flexible pay proposal may be discussed at the May Board of Regents HR Committee meeting.

c. Big Ten Salary Survey. There was discussion of the 42% of staff whose positions were not included in the survey. AVP Buckley distributed data comparing those salaries to the survey average. More than 50% of them are clustered within 10% of the mean, but there is more spread. Some of the spread is likely caused in part by the fact that the classifications are not matched against the comparators within the survey. The results also seem to indicate that those at the lowest and highest pay grades fall more heavily below the mean. HR will continue to examine the data.

Respectfully submitted by
Jan Waterhouse, Secretary