

## STAFF COUNCIL MEETING MINUTES

April 9, 2008 - 2:30 p.m.

Bean Conference Room

SE301 GH

**Present:** Joyce Baker, Lori Bassler, Linda Bergquist, Diana Boeglin, Robert Brown II, Stacy Coffman, Janet Duncan, Eddie Etsey, Nancy Fick, John Forys, Mark Fullenkamp, Mary Greer, Diane Hauser, George Hospodarsky, Helen Jameson, David Johnson, Glenn Kell, Kathy Klein, Pat Kosier, Angie Lamb, Selina Lin, Robert Manders, Pat Mason-Browne, Betsy Momany, Mary Lee Neuberger, Laura Prince, Paul Ruff, Gary Sanborn, Mark Schmidt, Heather Schnoebelen, Michael Schueller, Jamy Schumacher, Amber Seaton, Kris Sigsbee, Linda Spence, Duncan Stewart, Karla Stout, Sarah Tallman, Kristina Venzke, Dianne Wasson, Rhonda Weaver, Marsha Adolph

**Absent:** Traci Berghold, Matthew Gilchrist, Martha Greer, Kathy Last, Marian Muste, Mitchell Owen, Janette Pettus, Deb Pfab, Sandra Reed, Karen Shemanski, Carlette Washington-Hoagland

**Administrative Liaisons:** Kevin Ward, Executive Associate Director of Human Resources

**Guests:** None

Called to order at 2:30 p.m.

1. Duncan Stewart President, took attendance and thanked everyone.
2. Kathy Klein's year-end report is enclosed in the pocket. Kathy isn't here today, so we didn't read it aloud.
3. Election of Executive Committee At-Large members – Mary Greer
  - a) 4 at-large positions need to be elected
  - b) 5 nominations previously received at the last meeting:
    - Janet Duncan, George Hospodarsky, Laura Prince, Amber Seaton and Kris Sigsbee
  - c) Mary opened the floor for other nominations:
    - Diane Hauser
    - Mark Fullenkamp
    - Andie Lamb
    - Mary Lee Neuberger
4. Duncan announced
  - a) Ginny Miller's service to Staff Council due to her retirement and presented a certificate.
  - b) A geranium was presented to the secretary, Marsha Adolph for her birthday.
5. Kathy Klein arrived late, so presented the Year-End Report.
6. Mary announced results. There was a 3-way tie between Amber, Laura, and Mary Lee, so another vote was done.
7. Mary Greer gave a report on FRIC Funded Retirement and Insurance Committee. This is Mary's first year of a 3-year term. Benefits haven't been reviewed since the Flex program was initiated. The committee has looked at all of the offerings currently available. There have been very lengthy philosophical discussion. Extra meetings were held to evaluate values and principles. Some were resolved and some are still under consideration. There will be 3-4 more meetings yet this year. Mary encouraged all to e-mail her about how we each feel about the current system and what could be changed or improved.
  - Duncan said he'd been at the meeting and there are controversial items under consideration.
  - Mary said that many of us view benefits as compensation. The discussion does become heated.
  - There are also discussions of implementation procedures.
  - Duncan Stewart asked for info on minutes.
  - Mary explained that the committee doesn't have support so the minutes are just members' notes.

- Should the University be in the business of providing health care?
- Mandatory health care?
- Kevin Ward discussed need to adjust the balance for all employees. To make the...
- Lori commented on how people think about the compensation relative to the cost of fringe.
- Duncan wants equality in allocation. Looking at the minutes is very relevant.
- Kevin reminded us that Hewitt consultants came in and made a recommendation.

8. Mary Greer announced that Mark Fullenkamp, Mary Lee Neuberger, George Hospodarsky, and Diane Hauser were elected to the Staff Council Executive Committee.

9. Approval of Minutes – all approved. Other minutes are enclosed for FYI only.

a) Duncan will go before the Board of Regents on May 1 to present the salary proposal.

b) 28% voted this year compared to 21% last year.

c) President Mason sent out a letter regarding the research track which was very general. She later sent out a more detailed letter.

d) UI Hawk-Alert was also discussed. Kathy Klein brought up the need for staff to be able to carry cell phones because students have them and knew about the situation before staff. The messages are limited to a small number of characters.

10. Council Committees – Kathy Klein

Kathy discussed the various committees and their charges. See the Staff Council website for specifics.

11. Salary Proposal – Duncan Stewart

Staff Council sends a letter suggesting a raise level to Associate Vice President Sue Buckley and presents it to the Board of Regents. The draft enclosed in the pocket is nearly final. Duncan would like a motion to approve the letter. Duncan summarized the contents of the letters. Kevin commented that the last 3 years P&S raises have been more = line than in prior years. Linda Bergquist commented that the SEIU across the board average is 4.4 not 5.07. The 5.07 includes other things like market adjustments. Linda Bergquist also commented that merit at the top got there by having large raises in prior years. George Hospodarsky made the charts attached. Faculty and P&S were hurt 3-7 years ago due to large raises by the contracts in those past years. Glenn Kell feels that budgets are already submitted and this letter seems late in the process. Kevin Ward commented that this is a non-contract year. So contract costs are already known. Glenn Kell – What is the likelihood of this letter making a difference? Kevin Ward commented that we really don't know until the legislature acts. He also commented that MSEC is covered by the Board (i.e. the Board mandates that MSEC raises follow the AFSCME contract).

Kathy Klein mentioned that past efforts to start the process earlier don't work because of the timing of the State Legislature making policy. Kevin also commented that we can try to start the discussion earlier next year. Glenn said – Can we really influence the process? Duncan – The statement as a principle is important to the process. Janet Duncan made a motion to support the letter. Several people seconded the motion, including Laura Prince and Mark Fullenkamp.

12. HR Update – Kevin Ward – lots of things going. Buck Report – conversations on work plan for implementations of the report.

13. Duncan pointed out future meeting dates listed at the bottom of today's agenda.

The meeting adjourned at 4:20 p.m.