

**Staff Council Meeting
May 14, 2008
S401 PBB**

Present: Linda Bergquist, Traci Bergthold, Robert Brown II, Janet Duncan, Eddie Etsey, Nancy Fick, John Forys, Mark Fullenkamp, Martha Greer, Mary Greer, Diane Hauser, George Hospodarsky, Helen Jameson, David Johnson, Glenn Kell, Kathy Klein, Pat Kosier, Angela Lamb, Kathy Last, Selina Lin, Robert Manders, Patricia Mason-Browne, Mary Lee Neuberger, Mitchell Owen, Janette Pettus, Laura Prince, Sandra Reed, Paul Ruff, Gary Sanborn, Mark Schmidt, Eric Schnedler, Heather Schnoebelen, Michael Schueller, Jamy Schumacker, Amber Seaton, Karen Shemanski, Kristine Sigsbee, Linda Spence, Karla Stout, Sarah Tallman, Rhonda Weaver, Marsha Adolph,

Absent: Joyce Baker, Lori Bassler, Diana Boeglin, Stacy Coffman, Matthew Gilchrist, Sean Hesler, Betsy Momany, Marian Muste, Deb Pfab, Kristina Venzke, Carlette Washington-Hoagland, Diane Wasson

Administrative Liasons: Sue Buckley, Kevin Ward

Guests: Melinda Andreski, Kathy Andrews, Cheryl Band, Tim Beachy, Marlys Boote, Diana Brayton, Angela Briggs, Cathy Chavez, Christopher Clair, Carla Clark, Brett Cloyd, Sue Cronin, Mary Cross, Nancy Davin, Brian Douglas, Andy Dudler, Troy Fitzpatrick, Lesanne Fliehler, Deb Gilmore, Curt Graff, Brad Gunnells, Robert Helle, Lynn Hinton, Lori Jarmon, Pam Kacena, Hazel Kerr, Bill Knight, Linda Knowling, Sandy Kray, Judith D. Lehman, Ryan Lenger, Ben Lewis, Dawn Marshall, Rod Martin, Matt Mason, George McCrory, Heidi McLaughlin, Joey Michael, Rita Minchk, Joan Murrin, Nancy Nelson, Karen Noggle, Tom Paulsen, Sue Pearson, Larry Perkins, Mark Sadewasser, Gayle Sand, Amy Sayer, Larry Schroeder, Becky Scott, Brenda Scott, Sue Slaughter, Krista Smeins, Angie Smith, John Spencer, Karen Stewart, Mary Strottman, Dan Sweeney, Brandee Toland, Amy Trullinger, Jared Trullinger, Jim Verry, Chuck Wieland, Jane Wonick, Jan Zinkula

Meeting was called to order at 2:30. Thank you to all those attending

1. Attendance and Announcements:

- a. Attendance was taken by Staff Council President, Martha Greer.

2. Review/Approval of Minutes:

- a. Staff Council Meeting Minutes, April 9, 2008, were reviewed with one change brought forth by George Hospodarsky. The minutes were approved with the word change and approved.
- b. Staff Council Executive Committee Meeting Minutes, April 16, 2008, were reviewed with no comments.
- c. Staff Council Executive Committee Meeting with President Mason meeting minutes, April 22, 2007 were reviewed with no comments.
- d. Staff Council Executive Committee meeting minutes, April 28, 2008 were reviewed with no comments.
- e. Staff Council FRIC Informational meeting minutes, April 30, 2008, were reviewed with no changes and approved.

3. FRIC (Funded Retirement and Insurance Committee) Committee Members-Discussion of FRIC review of employee flex benefit program and review of possible changes:

- a. Staff Council President, Martha Greer, opened the discussion with the guideline that the discussion of this topic would continue until 4:00. If someone is not able to present their questions today, they are encouraged to contact FRIC members and their Staff Councilors.
- b. Rick Borchard opened the discussion with a thank you to Martha for inviting the FRIC Committee to present on this important matter. He stated that other members of the committee were present also, and introduced them.
- c. The information presented by Rick today is taken from the FRIC Guiding Principles and is not final. It will be evaluated by University of Iowa Administration. This is the result of much discussion with disagreements and compromises.
- d. The FRIC Committee was requested to evaluate a system that has not been evaluated in 20 years. In that time, the cost of health insurance has risen significantly.
- e. Every employee should receive a monthly credit, none specified directly for child care was voted on by FRIC with a result of 10-1 and passed. Everyone receives a general flex credit or credit.
 - i. Discussion of incentive credit was the next topic. The incentive credit of \$100 provided to individuals who do not participate in UI insurance program was increased to \$200 in the May vote. Any UI employee who chooses not to have health insurance coverage through the University of Iowa (is covered on a plan outside the University of Iowa) will receive an "incentive credit" of \$200 per month.
 - ii. All faculty and P&S and merit exempt staff will be covered by health insurance (UI Choice or Chip II) at no cost to the employee.
 - iii. All faculty and P&S staff and merit staff will be covered by Dental I or Dental II at no cost to the employee.
 - iv. For married couples who both work at the UI, they will each have health & dental insurance at no cost to the employee/s. This includes coverage for the children too.
 - v. Every UI employee will receive a "general credit" of \$90/month. This can be used however the employee wishes.
 - vi. For married employees whose spouse does not work at UI, the employee will pay 20% of the cost to cover spouse and dependents on UI health & dental plans. Currently, we are paying 25% for this coverage.
 - vii. Employees who elect not to have dental coverage may receive a \$25/month credit.
 - viii. Employees will be covered by life insurance of two times their annual salary up to a \$400,000 max. at no cost to the employee.
 - ix. Employees may elect to carry the minimum of \$50,000 life insurance and will receive a \$40/month general credit.
 - x. Long Term Disability Insurance at 60% coverage with no five year ramp up period will be given to all employees at no cost.
 - xi. This proposal does not affect retirees.
- f. Employee education was discussed and how to address any negative perceptions of new plans until it was finalized. The handout has website links to go to evaluate the proposed changes presented. Links will be put on the Staff Council website as soon as this meeting is over.
- g. Sue Buckley followed with a response to the information presented. She clarified why they have requested the work of this committee. The Flex System had not been

evaluated for over 20 years. The current Flex System has many perceived inequities and it was evaluated to find out if something could be created that would be perceived as more fair. Finance in this matter is critically important; however, she would like it to be very clear about the fact that the University of Iowa will spend more money this year, next year and in the foreseeable future for health care. The issue of the design is taking a traditional approach to insurances and elements of the flex system and puts them together. The new design will allow for better cost controls in the future which will help bring down, to some degree, the annual rate of increase. The University of Iowa contributes 75% and this will be increased to 80%. The four products, dental, health, disability and life insurance, will be provided. The new system will be quite different than it is today. Individuals were invited to please come up to the microphone if they had a question. There was a lengthy discussion.

- h. Staff Councilors were asked to bring issues forward. Concern was expressed about the lack of communication to campus.
- i. Martha concluded FRIC discussion, and encouraged those remaining to contact FRIC committee members. She thanked the FRIC members, Sue Buckley and Richard Saunders for being here to help with questions and answers. She also thanked all for their help getting the word out, and encouraged them to make sure to make our voices are heard around campus. There may be a follow-up discussion at the Staff Council retreat this coming Monday.

4. Resignations and Appointments:

- a. It was announced that Laura Prince will be remaining at The University of Iowa. According to Roberts Rules of Order, Staff Council had not formally accepted her former resignation, and we are happy to say that Laura Prince has withdrawn her resignation from The University of Iowa and Staff Council.
- b. Duncan Stewart's resignation was provided to all Council members. Martha Greer has become the Acting Staff Council President. George Hospodarsky made a motion to accept Duncan's resignation. This was seconded by Amber Seaton.
- c. A question was asked regarding how the presidency (Duncan's resignation) is different than Laura's resignation. It was explained that the Staff Council Executive Committee had unofficially accepted his resignation. If he had rescinded his resignation prior to this Staff Council meeting, then we would be talking about this differently.
- d. Jan Pettus spoke on behalf of the Bylaws Committee. She stated in two years, this is the first time this has been accepted. We are trying from this point forward to look at best practices regarding resignations and appointments. It has always been required in writing, and it was accepted by the Staff Council President. We accepted resignations at meetings and accepted nominations to replace them. We also reviewed the individuals on the list from the last election who were not elected. Last year that was changed to just look to the individual next on the list from the last election with the most number of votes.
- e. The motion was passed to accept Duncan's resignation and accept Martha as the Staff Council President for the remainder of this term.
- f. Martha announced that Staff Council would like to say publicly that we appreciate Duncan Stewart's service to Staff Council and to The University of Iowa community, and Staff Council will be moving forward positively.

5. Bylaws Discussion, Jan Pettus:

- a. Jan stated there are challenges in the bylaws. Everyone received a link to the survey asking to indicate committee preferences and Jan will be giving a distinct overview of the Bylaws Committee.
- b. She is here today regarding the Staff Council President position. When Duncan resigned, the Bylaws Committee was asked to look at the ambiguity within the succession of the offices. When the ByLaws Committee read this article, they could not agree on what the intent of the writers. She encouraged all to share copies of the bylaws and work as a team to see what they thought the writers meant. She displayed the section on the screen. There are several sentences that if taken at face value and we follow that working, we negate all other sentences. This is regarding whether the VP/Elect would fulfill the remainder of current term as president, and the term for which they were elected. The Bylaws did not address an 11 month term for the VP/Elect to fulfill.
- c. The Bylaws Committee felt it was not in the best interest of Staff Council to have a two-year term for a president.
- d. The discussion today is regarding a way to elect a VP/Elect today. This has already been announced in the FYI and on the Staff Council website. Jan encouraged discussion regarding this matter. They are asking to suspend the current bylaws and move forward. A motion was made by Mary Greer to move forward with this election and this motion was seconded by Mark Schueller. The motion was passed with none opposed.

6. Elections, Mary Greer:

- a. Mary Greer announced that they will be taking nominations for MSEC representatives. The elections Committee will meet and forward two names to the Staff Council Executive Committee for consideration.
 - i. Nominees included:
 1. Sandy John
 2. Michael Briggs
 3. Ruth Medd
- b. Mary Greer took nominations for VP/Elect:
 - i. Nominees included:
 1. Glenn Kell nominated by Janette Pettus
 2. Laura Prince nominated by Eddie Etsey
 3. Lori Bassler was nominated Kathy Klein
- c. Glenn Kell and Laura Prince each spoke on their behalf regarding why they would like to be Staff Council President and what they could bring to Staff Council as VP/Elect. Kathy Klein read a prepared statement from Lori Bassler.
- d. Ballots were collected. Mary Greer returned with the announcement of Glenn Kell as the new Staff Council VP/Elect. Martha and Glenn were applauded as the new leadership for Staff Council during the 2008-2009 term.

7. Comments, Sue Buckley:

- a. Sue Buckley announced the salary policy went out on May 5 dated May 6, and it is posted on the website in the A-Z under salary policy. They need people to serve on the selection committees, which will be a short-term commitment. Martha described the awards.
- b. Communication issue is input and comments may be sent to the FRIC committee, Richard Saunders and Sue Buckley. As soon as there is a decision, there will be an enormous amount of communication with campus.

8. Announcements and reminders:

- a.** Martha Greer announced that Kathy Klein, Past President of Staff Council has won the Hancher Finkbine Medallion, an incredible honor. Kathy spoke briefly regarding the award. She was honored at an awards ceremony.
- b.** Martha thanked Sue Buckley for funding the new laptop and projector, and also to Mark Fullenkamp for researching which laptop and projector to order.
- c.** The Staff Council Retreat will be on Monday, May 19. This will be a chance to get to know each other and set some goals for this year.
- d.** Please fill out surveys for committee preferences.
- e.** The Brown Bag with President Mason was a success. The room was filled, and there was a wonderful response.

The meeting adjourned at 4:40 p.m.

Respectfully submitted by,
Lori Bassler, Secretary