



The University of Vermont

Office of the President

February 11, 2011

Daniel Mark Fogel

From: Daniel Mark Fogel, President

To: Ida Russin, President, Staff Council
Carol Gross, Chair, Staff Council Salary and Budget Committee
Eileen Kristiansen, Vice-Chair, Staff Council Salary and Budget Committee

RE: Staff Council Salary Recommendation

I am writing on behalf of the other recipients of your February 2, 2011 memorandum regarding the Staff Council FY 2012 salary recommendations (attached) to express our appreciation for the Staff Council's thoughtful and thorough analysis and recommendations.

I am forwarding your recommendations to Jane Knodell, Provost and Senior Vice President, and Richard Cate, Vice President for Finance and Administration, who are working with the deans and vice presidents to address the range of issues related to the FY 2012 budget. I know that they have met with you and apprised you of their ongoing work to resolve the budget challenges facing the University in the FY 2012 budget. We believe that collectively we will resolve the issues in a way that assures the long term success and continuing advance of the University.

The increase to faculty and staff compensation is an essential element of the University's annual budget. Your recommendations will assist us in our deliberations, which in due course will be considered by the Board in the context of the approval of the budget for FY 2012. Your proposal presents an interesting option to consider, but also raises issues that may compound over the long-term and that need to be fully considered.

In addition, I want to let you know that we plan to communicate with the UVM community in mid-March concerning post retirement medical benefits. I appreciate your understanding as we work through the various complexities of the issue.

Thank you again for your well considered and professional recommendations.

Cc: University of Vermont Board of Trustees
Jane Knodell, Provost and Senior Vice President
Richard Cate, Vice President for Finance and Administration
Ted Winfield, Associate Vice President for Budget and Resource
Management
Barbara Johnson, Associate Vice President for Human Resources
Gary Derr, Chief of Staff



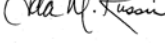


The University of Vermont

Staff Council Office

Serving as a voice and advocate for all staff at UVM, since 1971.

February 2, 2011

To: The University of Vermont Board of Trustees
 Deborah McAneny, Chair, Trustees' Budget, Finance and Investment Committee
 Daniel M. Fogel, President
 Jane Knodell, Provost
 Richard Cate, Vice President for Finance and Administration
 Gary Derr, Vice President for Executive Operations
 Barbara Johnson, Associate Vice President of Human Resource Services
 Ted Winfield, Associate Vice President for Budget and Resource Management

From: Ida Russin, Staff Council President 
 Carol Gross, Chair, Staff Council Salary & Budget Committee 
 Eileen Kristiansen, Vice-Chair, Staff Council Salary & Budget Committee 

Re: Recommendation for the FY 2012 Salary Pool Increase

On behalf of the UVM Staff and UVM Staff Council, the Salary & Budget Committee wishes to extend its appreciation to the Administration for its commitment to an increasingly open and inclusive budget building process across campus. We are proud to be a part of this fine institution and pledge our continued support in these difficult times.

By a vote of 19 in favor, 0 opposed, and 5 abstentions, the Staff Council recommends that the base salary pool increase for FY 2012 (July 1, 2011 – June 30, 2012) be that each full time (1.0 FTE) unrepresented staff member receive a flat \$1,000 increase in pay to be distributed over 24 pay periods. In cases where a staff member works part-time, their increase would be prorated accordingly.

Example:

FTE	FY 11 Salary	FY 12 Salary
1.0	\$30,000	\$31,000
.75	\$22,500	\$23,250

Note: This example uses \$30,000 as a base salary proportional to the FTE.

For the past two years, those in the income brackets over \$75,000 have not received an increase. The rationale behind our proposal is to provide *all* non-represented staff with an increase in FY 2012. We acknowledge that the flat dollar approach represents a graduated percentage as the pay scale increases. We do not expect this approach to be adopted as standard procedure going forward. However, during these difficult economic times, the recommendation of the Staff Council is intended to provide a higher percentage increase for those with the lowest salaries. The Council believes that our FY 2012 salary recommendation is reasonable but also reflects that staff are aware of the University's financial difficulties, and we are willing to accept our share of the sacrifices that will be needed to help the

institution meet the challenges we face. The ultimate goal of this recommendation is to protect jobs, avoid lay-offs, reward staff for their dedication and hard work, and support a more socially just institution.

It is our understanding that UVM's Human Resource Services regularly reviews the current pay bands against current market pay scales to be sure they are set at a competitive rate. The Staff Council Salary and Budget Committee has been invited to participate in this ongoing project. We acknowledge that this might be a more appropriate forum in which to address perceptions regarding salary levels and are excited at the prospect of participation in this effort.

Merit and Performance Evaluations

For the remainder of FY 2011 and throughout FY 2012, the Staff Council Salary and Budget Committee will be working closely with Human Resource Services to advocate for University-wide compliance with regard to annual performance evaluations. As part of this work, we will seek to assist in the creation of a process that includes the performance evaluation as a component in the decision when awarding salary increases for employees.

Response

The Staff Council hereby requests a response to this recommendation from the Chair of Board of Trustees Budget, Finance and Investment committee and the Administration regarding this recommendation. Your comments will enable us to better serve the Staff of the University of Vermont.

Cc: Kit Ardell, Staff Representative on Trustees' Budget, Finance and Investment Committee
Rodman Cory, Staff Representative on Trustees' Budget, Finance and Investment Committee
Al Turgeon, Senior Strategist for Enterprise Risk and Planning