



The University of Vermont

Staff Council Office

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

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

From: Beth R. Walsh, President of Staff Council *Beth R. Walsh*
Mary Reilly and Eileen Kristiansen, Co-Chairs, Staff Council Salary & Budget Committee

Re: Recommendation for the FY 2011 Salary Increase

Date: February 3, 2010

The Salary & Budget Committee, on behalf of UVM Staff and the UVM Staff Council, 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.

1. Salary Raise Pool

The Staff Council recommendation for the base salary pool increase for FY 2011 (July 1, 2010 – June 30, 2011) is

- \$1,200 added to the base salaries of all full-time Staff earning up to \$75,000
- \$750 added to the base salaries of all full-time Staff earning \$75,000 and above

These raises should increase Staff salaries in a base way: they are not intended as one-time bonuses. For part-time Staff, the increase should be prorated according to their full-time equivalent (FTE).

The goal of the fixed amounts in this recommendation is to provide a higher percent increase for those with the lowest salaries, and a lower percent increase for those with higher salaries. For example, it provides an increase of 4% for someone earning \$30,000, and 1% for someone earning \$75,000. Although a smaller fixed amount is recommended for Staff earning \$75,000 and above, we believe that recognition is due also to this group which did not receive any increase in FY 2010.

2. Basis of Recommendation

Over the past 12 months (December 2008 to December 2009) the Consumer Price Index for all Urban Consumers (CPI-U) increased 2.7% before seasonal adjustment. For Urban Wage Earners and Clerical Workers (CPI-W), the increase was 3.4%. The largest single contributors to this increase were energy

costs (gasoline, fuel oil) which increased by 46.5%. The CPI includes many expense categories (televisions, sporting goods, toys) which can be considered discretionary, and in many cases these decreased. However, gasoline and fuel oil are basic necessities, and the significant increase in this one area alone has a critical impact on those with lower incomes. The recommendation of the Staff Council is intended to provide a higher percent increase for those with the lowest salaries, where the need is greatest.

3. Merit and Performance Evaluations

Salary can be an important recognition of merit. Unfortunately, the performance evaluation process is still implemented inconsistently across campus. As we have noted in previous years, the Staff Council will not support any salary increase that is tied to merit as long as performance evaluations are not documented, equitable and consistent for all UVM Staff.

4. Response

The Staff Council would appreciate a response from the Board of Trustees and the Administration regarding these recommendations. Your comments will enable us to better serve the Staff of the University of Vermont.