UVM STAFF COUNCIL
February 2, 2010
Livak Ballrooms, Davis Student Center
12:05 p.m. - 1:30 p.m.

MINUTES

PRESENT: Ernie Buford, Jeff Bukowski (Ex-officio), Marty Burrows, Rodman Cory, Carol Gross, Mark Hall, Eric Hoefel, Eileen Kristiansen, Scott Lewins, Aliza Mansolino Gault, Sharnel Martelle, Sharon Mone, Joanne Montanye, Thi Nguyen, Mary Parent, Jon Reidel (Vice-President), Mary Reilly, Rob Rohr, Mary Schliecker-Brigham, Michelle Smith, Marie Tiemann, Diane Trono, Beth Walsh (President), and Susan Williford.


GUESTS: Al Turgeon, Executive Assistant to VP Finance and Administration, and Erin St. John, President’s Office.

Council President Beth Walsh called the meeting to order at 12:05 p.m.

ACCEPTANCE OF MINUTES

The January 5, 2010 minutes were approved as presented.

FY 2011 SALARY INCREASE PROPOSAL – Mary Reilly and Eileen Kristiansen

The focus of today’s meeting was Staff Council’s recommendation for the FY 2011 salary increase for non-represented staff. Salary and Budget Committee Co-Chairs, Mary Reilly and Eileen Kristiansen, began their presentation by acknowledging UVM Administration for its commitment to an increasingly open and inclusive budget building process across campus. Mary Reilly reported that the Salary and Budget Committee considered four basic options when developing their recommendation for the salary pool increase for FY 11. They included (1) no increase, (2) an overall increase of 2%, (3) a fixed amount instead of a percentage, and (4) a graduated percentage increase based on salary. Based on its unanimous support for (3), the Committee recommends that $1,200 be added to the base salaries of all non-represented full-time staff earning up to $75,000, and $750 be added to the base salaries of all non-represented full-time staff earning over $75,000. These fixed amounts would increase base salaries, are not intended as one-time bonuses, and would be prorated for part-time staff. The result of these fixed amounts would be to provide a higher percentage increase for those with the lowest salaries, and a lower percent increase for those with the highest salaries.

In reaching this decision, the Committee considered the 2.7% increase in the Consumer Price Index for all Urban Consumers (CPI-U) over the past 12 months (Dec. 2008 to Dec. 2009), and the 3.4% increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the same period. The primary contributors to this increase were Energy Commodities (gasoline, fuel) which increased by 46.5%.

The Committee also based its recommendation on information it received from Ted Winfield, Associate Vice President for Budget and Resource Management, regarding the cost and distribution of
the FY 10 salary increases. The 2% increase in FY 10 provided raises to 775 individuals* earning up to $75,000 and no increase to 113 individuals earning over $75,000. The total cost to the university was $619,000. These figures include only non-represented staff positions that are supported by General Funds.

When asked why the Committee chose not to link salary increases to performance evaluations and merit, Mary agreed that merit can and should be an important aspect of compensation. She reminded the Council that unfortunately, the performance evaluation process at UVM is still implemented inconsistently. And thus, as both the Salary and Budget Committee and the Council have noted in previous years, they 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.

After a brief discussion, the motion to support this recommendation was made and then approved by a simple majority of Council membership. The Staff Council will forward this recommendation to UVM’s Board of Trustees for their consideration at this Friday’s meeting on February 5, 2010.

* Individuals include both full and part-time workers.

COMMITTEE REPORTS

Marie Tiemann, as Chair of the Recreation Committee, announced that they are developing a survey for all Staff. She invited other committees also developing surveys that they consider working with the Recreation Committee in an effort to send only one ‘all-encompassing’ survey to staff.

ANNOUNCEMENTS & CORRESPONDENCE – Jeff Bukowski

Jeff Bukowski announced the deadline for submissions for the March Edition of Staffline is Friday, February 12th; Staff Council is also accepting nominations for one permanent non-represented staff member to serve a one-year term on the Board of Trustees Audit Committee beginning March 1, 2010. The Audit Committee is responsible for overseeing the quality and integrity of the University’s financial statements, ensuring institutional compliance with mandatory auditing standards, and evaluating institutional systems of risk assessment and internal controls. The nomination deadline for the Audit Committee is February 12th. For more information see the January edition of Staffline.

PRESIDENT’S UPDATE– Beth Walsh

Beth Walsh reported that she, Joanne Montanye and Marie Tiemann, attended a couple of open forums for the Transdisciplinary Research Initiative. Beth also announced that Jon Reidel, Vice President Staff Council, is drafting a mission statement for the Council as follow-up to some of the work done at the September 2009 Retreat. Beth will address the Board of Trustees this Friday, February 5th.

The next Staff Council meeting will take place in the Davis Center Livak Ballrooms, Tuesday March 2, 2010 at 12:05 p.m. The meeting was adjourned at 1:30 p.m.