

## **Summary of Staff Council Meeting February 2, 2010**

February's meeting focused on the Staff Council's Recommendation for the FY 2011 Salary Increase for non-represented staff, as well as several announcements by Beth Walsh, Council President and Jeff Bukowski, Council Administrator.

Mary Reilly and Eileen Kristiansen, Chair and Vice-Chair of the Salary and Budget Committee, acknowledged UVM Administration for its commitment to an increasingly open and inclusive budget building process across campus. They then proceeded to present their Committee's recommendation for flat fee increases as stated below:

- \$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

The Committee recommended 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, the Committee believes that recognition is due also to this group which did not receive any increase in FY 2010. The recommendation is intended to provide a higher percent increase for those with the lowest salaries, where the need is greatest.

The basis for this recommendation included the Consumer Price Index for all Urban Consumers (CPI-U) for the calendar year 2009 which increased 2.7% and the Urban Wage Earners and Clerical Workers (CPI-W), which increased 3.4%. The largest single contributors to this increase were energy costs (gasoline, fuel oil) which increased by 46.5%. 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.

Mary Reilly explained how the Salary and Budget Committee discussed the issue of Merit and Performance Evaluations, sharing how Salary can be an important recognition of merit. Unfortunately, the performance evaluation process is still implemented inconsistently across campus. And, as the Council has 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, where several opinions were stated, the motion to support this recommendation was made and then approved by a simple majority of Council membership.

The Staff Council will now share this recommendation with UVM's Board of Trustees at this Friday's meeting on February 5, 2010.

Jeff Bukowski announced the deadline for submissions for the March Edition of *Staffline* is Friday, February 12<sup>th</sup>; 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 12<sup>th</sup>. For more information see the January edition of *Staffline*.

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 5<sup>th</sup>.

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.

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