

2-8-2011

## Staff Council Compensation Committee Meeting, 2/8/2011

UNM Staff Council

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## Staff Council Standing Committee Minutes



**Committee Name:** Compensation Committee

**Regular Meeting time:** 2<sup>nd</sup> Tuesday of each month, noon to 1:00 p.m.

**Meeting Date and Place:** Faculty Staff Club Meeting Room

**Members Present:** Marsha Baumeister, Theresa Everling, Suzanne McConaghy, Tom Rolland, Fred K. Rose, Inigo San Gil, Jacque Schaefer

**Members Excused:** Penny Hogan, Amie Ortiz

**Members Absent:** n/a

**Guests Present:** n/a

**Minutes submitted by:** Suzanne McConaghy

|   | Subject  | Notes   | Follow-Up  |
|---|--|---|--|
| 1 | <b>Meeting called to order @ 12:06</b>         |   |  |
| 2 | <b>PSAT Recommendations</b>                    | Marsha reported that, according to Elaine Phelps of HR Benefits, any changes recommended (e.g., Tuition Remission, Long-Term Disability) would involve a policy change and need to go out to the UNM community for comment.   | Watch for these changes to take place, then have SC mobilize staff to inundate HR with comments on what we think is important.   |
| 3 | <b>Employee Health Insurance Contributions</b> | To help ease the burden on lower paid staff, adjust the payments from staff to include divisions among higher paid employees as well. E.g., currently there are 3 payment levels: under \$24,999, \$25,000-34,999, and \$35,000+; therefore someone making \$35,000 is contributing the same amount as someone making \$75,000 and \$130,000! If payments were based on \$10,000 increments (as they currently are...), those making \$35,000 and less should see much less coming out of their paycheck, and the total payments would remain the same. With probable increases in our ERB contributions, and frozen pay, this could make a real difference to staff, and may be all the encouragement needed for them to stay—at least it would help morale. | Marsha will contact Elaine Phelps to find out the total amounts employees contribute in each category. She will email the committee what she discovers, and individually we can come up with methods of divisions and discuss in March.<br>The link for the current schedule is: <a href="http://hr.unm.edu/docs/benefits/medical-rates-2010-2011.pdf">http://hr.unm.edu/docs/benefits/medical-rates-2010-2011.pdf</a> |
| 4 | <b>Medicare payment</b>                        | Jacque reported that her husband's Medicare payments are coming out of her paycheck! We are amazed.   | Jacque will investigate and report back to the committee...  |
| 5 | <b>Flex Time</b>                               | Linda McCormick contacted the Compensation Comm. To suggest that Flex Time is very valuable to employees. We all agree. According to policy, flex time is up to the supervisor. We believe that allowing flex time would be a very positive morale booster and make staff feel valued.  | We would like to see SC resolve to recommend Flex Time to departments and supervisors.   |
| 6 | <b>Disparity in pay/raises within HSC</b>      | HSC constituents have given very detailed information about some staff receiving a 5-10% pay increase for FY 2011. If HR dictates policy to all of UNM, including the HSC, then how can the HSC implement such raises without going through HR? Additionally, we've discovered that the HSC has their own committee for Career Ladders, and that they meet once a year. ??? How is this possible?   | HSC Staff Councilors have a pending meeting with Pug Burge, and these are among the topics they will raise.  |
| 7 | <b>Retirement</b>                              | Fred discovered that the 5 last years' average salary for retirement calculations is based on a fiscal year salary rather than on a calendar year, which makes it very hard to figure out what your average salary is!  | Fred will find out how to get this info and let the committee know.  |

|           |   |   |  |
|-----------|---|---|--|
| <b>8</b>  | <b>Discounts</b>  | Maybe featuring discounts and getting additional ones would boost staff morale. Discounts are listed on the HR website.   | Marsha will suggest to Elaine Phelps that HR work on maximizing discounts from local businesses. |
| <b>9</b>  | <b>Merit Pay + Performance Evaluations</b>                  | Tom brought up the idea of Merit Pay as something that the Compensation was trying to advance years ago. Never happened. The idea is that a pool of money be set aside, and that staff with "Outstanding" ratings on their performance evaluation would get a bonus in return for their outstanding performance. Problems: How to prevent favoritism/unions would not like. Advantages: Reward hardworking staff/boost morale?<br>We brainstormed ways to deal with the union issue and that there'd have to be a VP recommendation and a review by a committee from HR to award bonus. | Keep this in mind to work on in future.<br>Recommend 360° evaluations.                           |
| <b>10</b> | <b>Invite HR Comp representative to attend our meetings</b> | Consensus that a rep. from HR Compensation be invited to our meetings to enable the flow of information.  | Suzanne will contact Ed Baker to invite him.   |
| <b>11</b> | <b>Next Meeting</b>   | Tuesday, March 8, 2011  | Meeting Adjourned at 1:04 p.m.   |