

3-8-2011

Staff Council Compensation Committee Meeting, 3/8/2011

UNM Staff Council

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Staff Council Standing Committee Minutes



Committee Name: Compensation Committee

Regular Meeting time: 2nd Tuesday of each month, noon to 1:00 p.m.

Meeting Date and Place: March 8, 2011. Faculty Staff Club

Members Present: Theresa Everling, Amie Ortiz, Fred Rose, Jacque Shaefer, Suzanne McConaghy, Greg Molecke, Marsha Baumeister

Members Excused: Penny Hogan, Inigo San Gil, Tom Rolland

Members Absent:

Guests Present: Ed Baker, Director, Compensation; Carol Bernhard, Faculty Staff Benefits Committee

Minutes submitted by: Marsha Baumeister

	Subject	Notes	Follow-Up
	Meeting called to order at 12:05 PM		
1	Housekeeping and Introductions	Marsha Baumeister agreed to be Recorder. No back-up was designated.	
2	Policy changes that result from budget recisions/cost containment	Ed had previously explained to Marsha that policy should follow practice and policies would be changed to correspond with any changes that result from Cost Containment.	We will watch for e mails from the Policy Office re any changes.
3	SC Compensation Committee Charge	Current is: "The Compensation Committee studies compensation issues and makes recommendations on these issues to the Council."	No changes were suggested.
4	Employee Health Insurance Contributions	Suzanne said that Helen Gonzales had told her that any discussions on this topic needed to take place in the Faculty Staff Benefits committee (FSB) so Suzanne invited that committee to attend today's meeting, and Carol Bernhard did attend. Carol said that FSB has briefly discussed the issue of the three only tiers for employee contributions and she would bring that issue to the FSB meeting occurring later on 3/8 at Zimmerman Library, 3:00.	Suzanne hoped to attend the FSB meeting and to obtain future meeting dates so members of CC could bring some issues to those meetings.
5	Flex Time	Ed said he has a manual on alternative work arrangements and would provide that to the committee.	Ed to send to Suzanne; discuss further in April.
6	HSC councilors' meeting with Pub Burge	<p>Pug is HSC Associate VP for Administration and Suzanne said she is a strong supporter of staff. Following her meeting with Staff Councilors/HSC, she sent an e mail to dept administrators saying that especially in these times of no salary increases, administration needs to be supportive of staff needs in other ways (i.e., flex time, time to attend Staff Council mtgs and events).</p> <p>Pug was asked why some Health Sciences administrators were recently given salary increases despite the "pause and hold". Ed mentioned that this had to do with survey results of the entire HS management structure; it was significantly below marketplace and some positions were egregiously so. Chancellor Roth wanted that addressed during the mass salary update. Ed said that the entire administrative hierarchy was restructured. Every</p>	The group of councilors who met with Pug are trying to form into an official SC committee, and will continue to meet with Pug so that we can pass info both ways between HSC staff and higher Admin.

		administrative management position was undervalued by at least 10%. Pug will be invited to speak at the Staff Council meeting during Staff Appreciation Month.	Suzanne will formally invite.
7	Life Insurance and other benefits at retirement are lost	Jacque reported on the Medicare issue and she explained about Life Ins. and long-term disability lost when retired. We asked Carol if this topic could be discussed at FSB.	Carol put it on the FSB agenda for next month.
8	ERB "5 highest years" salary calculation	Fred spoke with them; they use a fiscal year and will fax details on their calculations to ERB members wanting more information on how their retirement benefit is determined.	
9	UNM salary information	Discussed whether we want to make a resolution about whether this information should be, with UNM administration's approval, available on line. Greg suggested that we might want to look at it from viewpoint of who we want to be in charge of this information.....UNM or Albq Journal. Ed suggested that if it is available, it should be managed by UNM.	No resolution necessary; Ed assumes this will be published by the Journal every month, and feels sure that UNM would rather do it themselves.
10	Cost neutral ideas and proposals to encourage staff and help morale	<ol style="list-style-type: none"> 1. In lieu of 3 years with no salary increase, staff be given additional days off with pay. If days off were during spring break (when students/faculty are absent anyway) or added to a 3 day weekend, this could also reduce costs because buildings could be closed, utilities saved. 2. Furlough days accompanied by offsetting pay increase (1 day = .4386%; 2 days = 0.8772%; 3 days = 1.3158%, etc.) Greg Molecke provided the breakdown; he learned that some universities are using this approach. 3. Ed said furloughs are difficult to administer because of the variety of funding sources, among other reasons. 	Present @ Staff Council meeting; possible proposal/resolution? If furloughs on Main Campus are announced in March by the Pres., we'd like to see this proposal on the table <i>before</i> furloughs are mandated, rather than in <i>reaction</i> to furloughs.
	Next Meeting	Tuesday, April 12 th , FSC, 12:00 p.m.	Adjourned at 1:10 PM

Compensation Committee Roster, 2011 (as of March. 2011)

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