

4-12-2011

## Staff Council Compensation Committee Meeting, 4/12/2011

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:** April 12, 2011. Faculty Staff Club

**Members Present:** Fred Rose, Jacque Shaefer, Suzanne McConaghy, Greg Molecke, Danelle Callan, Marsha Baumeister

**Members Excused:** Inigo San Gil, Tom Rolland

**Members Absent:** Theresa Everling, Amie Ortiz

**Guests Present:** Sharon Scaltrito, FSBC

**Minutes submitted by:** Marsha Baumeister

	Subject	Notes	Follow-Up
	<b>Meeting called to order at 12:00 PM</b>		
<b>1</b>	<b>Welcome</b>	Suzanne welcomed new member Danelle, asked why she was interested in the committee and explained what the Compensation Committee's goals are.	
<b>2</b>	<b>Faculty/Staff Benefits Committee</b>	We have been told they do not normally meet in summer but we think the work of the committee, given that staff comp issues are ongoing and do not stop during the summer, needs to continue throughout the year.	There are changes pending to the Faculty/Staff Benefits charter to demonstrate that that committee is a 50/50 representation of staff/faculty. Once those changes have been approved by Faculty Senate, they will come to Staff Council for approval.  The fact that the FSBC does not seem to meet in the summer months is problematic for staff, who are present year round.
<b>3</b>	<b>1.75 SWAP/ERB</b>	Suzanne reported that the Regents had voted on 4/12 in favor of more funding for faculty and as low an increase in tuition as possible for students but no help for staff to cover the deduction of 1.75% we will see in pay starting 7/1. President Schmidly wants to cover that for staff but pressure was brought to bear on the Regents from the Governor. He still wants to do perhaps a COLA of 1.5% if there is sufficient tuition funds incoming in the Fall 2011.	
<b>4</b>	<b>Resolution re swapping pay for time off and/or paid days off</b>	<p>Suzanne presented the basis for these ideas that Greg Molecke had put together.</p> <ul style="list-style-type: none"> <li>• In lieu of 3 years with no salary increase, staff be given additional days off with pay, perhaps during spring break. Could this reduce costs because more buildings could be closed, utilities saved?</li> <li>• Pay increase offset by unpaid days off (1 day = .4386%; 2 days = 0.8772%; 3 days = 1.3158%, etc.)</li> </ul> <p>Greg learned that some universities are using this approach.</p>	Agreed that Suzanne would create such a resolution and Greg would present at the next Council meeting: SC 2011 Res. #2

5	<b>Health Insurance Employee contributions</b>	Redo with FY 2012 rates and present as resolution #3 at April SC meeting.	SC 2011 Res. #3
6	<b>Alternative work arrangements</b>	Tabled.	<a href="http://hr.unm.edu/documents/employment/managers-guide-to-alternative-work-arrangements.pdf">http://hr.unm.edu/documents/employment/managers-guide-to-alternative-work-arrangements.pdf</a>
7	<b>Housekeeping and next meeting</b>	Agreed to meet on 1 <sup>st</sup> Thursday of the month so that compensation and the FSBC do not meet on the same day. Next meeting is May 5 <sup>th</sup> .	Adjourned at 1:00 PM

**Compensation Committee Roster, 2011** (as of April, 2011)

<b>Name</b>	<b>Department</b>	<b>Phone</b>	<b>email</b>
Marsha Baumeister, Recorder	Unrest. Acct, Main	7-2019	<a href="mailto:mbaumeis@unm.edu">mbaumeis@unm.edu</a>
Danelle Callan	Fam & Comm Med.	2-3448	<a href="mailto:DCallan@salud.unm.edu">DCallan@salud.unm.edu</a>
Theresa Everling	Ob/Gyn	2-4155	<a href="mailto:teverling@salud.unm.edu">teverling@salud.unm.edu</a>
Suzanne McConaghy, Chair	Peds Lab	2-4988	<a href="mailto:smcconaghy@salud.unm.edu">smcconaghy@salud.unm.edu</a>
Greg Molecke	ASM Mgmt Dev Ctr	7-0670	<a href="mailto:molecke@mgt.unm.edu">molecke@mgt.unm.edu</a>
Amie Ortiz	Purchasing	7-5225	<a href="mailto:aortiz@unm.edu">aortiz@unm.edu</a>
Tom Rolland	Safety & Risk	269-7342	<a href="mailto:trolland@unm.edu">trolland@unm.edu</a>
Fred K. Rose	UNM Bookstore	7-7470	<a href="mailto:frose@unm.edu">frose@unm.edu</a>
Inigo San Gil		7-2625	<a href="mailto:nko@unm.edu">nko@unm.edu</a>
<b>(9)</b>			
<b><i>Liaisons with FSBC:</i></b>			
Sharon Scaltrito	UNM Med Group	2-3904	<a href="mailto:SScaltrito@unmmg.org">SScaltrito@unmmg.org</a>
Carol Bernhard	Institutional Res.	7-5115	<a href="mailto:caroljb@unm.edu">caroljb@unm.edu</a>
<b><i>Liaison with HR:</i></b>			
Ed Baker	Director, Compensation	7-2330	<a href="mailto:ebaker@unm.edu">ebaker@unm.edu</a>