

5-5-2011

Staff Council Compensation Committee Meeting, 5/5/2011

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Staff Council Standing Committee Minutes



Committee Name: Compensation Committee

Regular Meeting time: 1st Thursday of each month, noon to 1:00 p.m.

Meeting Date and Place: Thursday, May 5, 2011; Faculty Staff Club Meeting Room

Members Present: Greg Molecke, Amie Ortiz, Fred Rose, Suzanne McConaghy

Members Excused: Marsha Baumeister

Members Absent: Danelle Callan, Theresa Everling, Tom Rolland, Inigo San Gil

Guests Present: Carol Barnhard and Sharon Scaltrito from FSBC

Minutes submitted by: Suzanne

	Subject	Notes	Follow-Up
1	Resolution #2	Greg incorporated comments he's gotten from councilors and that Suzanne and Merle received from David Harris and Helen Gonzales, and made additions to the Resolution re a one-time COLA and Alternative Work Arrangements. We made some minor edits.	Greg will incorporate our edits and tighten up the whereas-es, and email it out to the committee for further editing. Suz will send it to Adam for parliamentary review, and will set up a meeting with Adam next week. To be presented at 5/17 SC meeting.
2	College of Ed. salary equity issue	Personnel from the College of Ed. contacted Staff Council, and met on Tuesday, May 3 with Merle, Mary, Romeo, and Kathy about their problems with 2 new employees coming in at a higher salary level than existing ones. The Dean's response was that this is a departmental issue, but policy and practice dictates that it should be a college issue. A letter was written to Helen Gonzales.	Committee will look at the policies cited; is the intent correct? Is the language clear?
3	FY 2012 Health Insurance "coinsurance" concerns	Amie reiterated that the new insurance changes for FY 2012 mean that the 15% coinsurance that we will be paying in addition to our premiums and copayments will result in the situation that an emergency, a planned hospital stay, or an expensive medical procedure could cost thousands of dollars to participants, up to our deductibles. This is not readily apparent to most staff (and faculty), as it has not been clearly publicized. (Confirmed by Carol's confirmation that it has not been discussed at all at the Faculty-Staff Benefits Committee meetings.)	Amie is going to put this change into concise, clear English so that we can publicize it better. Suzanne cannot find the info on HR's website. Suz will present it within the committee report or Councilor comments, and/or email it to councilors so they can inform constituents.
4	Faculty Staff Benefits Committee	Carol and Sharon report that the committee charge change written by Merle Kennedy has been received well and expect it to pass at next week's May 12 FSBC meeting. They reported that the FSBC will not be meeting over the summer. The committee will address adding higher tiers to the premiums. (Helen Gonzales, in an April 21 meeting with Merle and Suzanne, already agreed that this should be done).	FSBC meets on May 12 at 3:00 in Zimmerman Library.
5	Next Meetings	1. Interim meeting with Parliamentarian Hathaway re Resolution #2, time + place TBD 2. Next regular meeting: June 2, 2011	1. Suz will inform committee when determined.