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Staff Council Meeting, 3/15/2011

UNM Staff Council

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University of New Mexico

STAFF COUNCIL MEETING

March 15, 2011

SUB Lobo A & B

Members Present: Elisha Allen, Elsie Baldwin, Marsha Baumeister, Carol Bernhard, Nissane Capps, Bob Christner, Mary Clark, Maria Daw, Annabeth Fieck, Penny Hogan, Sterling (Merle) Kennedy, Etta Linton, Ana Parra Lombard, Karen Mann, Suzanne McConaghy, Linda McCormick, Shannon McCoy-Hayes, Kathy McKinstry, Amie Ortiz, Rebecca Rendon De Gonzales, Ginger Roark, Tom Rolland, Inigo San Gil, Tracy Wenzl, James Wernicke, Carl Willcox and Roberta Zozaya.

Members Excused: Natalie Bruner, Renee Delgado, Theresa Everling, Mike Gatchell, Carolyn Hartley, George Kelbley, Lisa Kiscaden, Joyce Krantman, Juan Larrañaga, Andra McClung, Jonathan Price, Shelley Rael, Joni Roberts, Fred Rose, Debbie Ruiz, and Jaque Schaefer.

Members Absent: Romeo Alonzo, Cassandra Burnett, James Gale, Richard Goshorn, Kim Halpern, Mary Jacintha, Janet Luarkie, and Lisa McHale.

Parliamentarian: Adam Hathaway, excused.

Call to Order: at 1:01 p.m. by Speaker, Linda McCormick. Quorum was not established.

Constituent Comments: Vicky Dueer spoke about the Provost Committee for Staff and their Outstanding Staff Award Program.

Executive Committee Report, President-Elect Mary Clark: Clark extended her gratitude to the Staff Council Government Relations Committee Chair, Elisha Allen and President Kennedy for their work during the legislative session. I&G cuts are anticipated to be smaller than originally thought. The Research and Polling Survey will be out next week and staff participation in this survey is crucial. The Office of Equity and Inclusion's Presidential Luminaria Awards and fund raising dinner will be held at the end of March.

Quorum was established.

Amended Agenda was approved.

Minutes of February 15, 2011, approved.

President's Report, President Merle Kennedy: The budget and the ERB swaps have been the two main topics of interest. On 2/21/11, Kennedy attended the Executive Cabinet meeting and reported to the Cabinet that staff is concerned about the IT Cost Containment proposals. Kennedy also reported that staff can continue to use tuition remission for Continuing Education Professional Development classes but can no longer use it for Personal Enrichment classes. On 2/23/11, Kennedy attended the BOR Academic and Student Affairs meeting. On 3/1/11, Kennedy attended the Research and Polling Staff Focus Group meeting. On 3/8/11, Kennedy met with Helen Gonzales and informed the Council that HR will host the Pancake Breakfast during Staff Appreciation Month. On 3/8/11, Kennedy attended the Faculty Staff Benefits Committee meeting. Kennedy would like to have a better definition of the Committee to ensure there is equal staff and faculty representation. On 3/14/11, Kennedy attended the BOR meeting and reported that Regent Fortner was elected President of the BOR.

Guest Speakers: Sam Smith, UNM Student, spoke on behalf of Colleges Against Cancer and the upcoming Relay for Life. Moira Gerety, Deputy CIO for IT, spoke about the RFP for Messaging and Calendaring.

Speaker's Report, Speaker Linda McCormick: McCormick reminded Councilors that active service on a Council Committee is required of all Councilors.

New Business: Councilor McConaghy moved that 2011 Resolution #1, Creation of an HSC Staff Councilor Committee, be adopted by the Council. The motion was seconded and approved. Speaker McCormick appointed McConaghy as temporary Chairperson of this committee.

Committee Reports:

****Communications,** Annabeth Fieck: Updating the Staff Council website continues to be the Committee's main focus. The Committee is also working on finalizing details for the upcoming new Councilor orientation, scheduled for May.

****Compensation,** Suzanne McConaghy: HR Compensation Director, Ed Baker, meets regularly with the Committee in an advisory capacity and is assisting them in gathering information for a Flextime Resolution. The Committee is monitoring the cost containment taskforce recommendations, anticipating policy revisions to tuition remission and long term disability. McConaghy stated that compensation and benefits work hand in hand and as an example, reviewed the cost of health insurance as they are split between three tiers depending on an employee's annual income (Page 3). The Compensation Committee would like to work in conjunction with the Faculty Staff Benefits Committee to study benefits. McConaghy reviewed two cost-neutral ideas to boost staff morale and help offset the negative effects of an increase in ERB employee contributions. One idea is to "require time off with pay and not offer pay increases" and the other idea is to "offer pay increases and require staff to take leave without pay" (Page 4).

****HSC Staff Councilors,** Suzanne McConaghy: This Committee is meeting regularly with Pug Burge, Chief Administrative Officer at HSC, to discuss particular issues that pertain to HSC employees.

****Faculty Staff Benefits,** Nissane Capps: The Committee received an update from the Retiree Healthcare Task Force. Capps reported that some employees will see a change in the cost of their health insurance premiums beginning 7/1/11. These changes are a result of a recalibration of how the different groups (single, single/spouse, families) are charged for services. There will also be some changes to the LoboCare Network. Employees will no longer be charged a co-pay for preventative services. There will be no premium cost changes to dental or vision insurance. RFP's for Life, Long-Term and Short-Term Disability will go out shortly.

****IT Cabinet,** Bob Christner: The RFP for Enterprise Email will go out by mid-April. Cyberinfrastructure Day is 4/29/11. The Student Fee Review Board awarded IT an additional \$200,000. Acceptable Computer Use Policy #2500 will be reviewed by Faculty Senate before it goes out for campus review. RFP for a new Network will go out shortly.

****Rules & Elections,** Karen Mann: Ballots will go out on 3/21/11 and voting will take place until 3/25/11. Mann explained the voting process.

****Retiree Healthcare Task Force,** Carol Bernhard: The Task Force looked at how UNM offers health benefits to early retirees, which are defined as those under age 65. The unfunded liability for the retiree health insurance is very high and the committee will make recommendations to reduce this liability. These recommendations and will be presented at the Budget Summit on 3/28/11.

Councilor Comments: None.

Motion to adjourn, adopted at 3:00 pm.

Minutes submitted by Kathy Meadows

The meeting, in its entirety, can be viewed by going to <http://staffcouncil.unm.edu>.

Percentages of employee contributions per pay for Health Insurance

(Source for rate information: <http://hr.unm.edu/docs/benefits/medical-rates-2010-2011.pdf>)

Yearly Rates, assuming 1.0 FTE, Family coverage, Pres.

Annualized Salary: \$24,999 and below \$25,000 - \$34,999 \$35,000+

@\$24,9K: \$9439.2 (12.6%) @\$30K: \$10,225.80 (15.7%) @\$35K: \$11,012.40 (18%)

\$50K: \$11,012.40 (12.6%)

\$75K: \$11,012.40 (8.4%)

\$100K: \$11,012.40 (6.3%)

\$150K: \$11,012.40 (4.2%)

\$200K: \$11,012.40 (3.2%)

\$250K: \$11,012.40 (2.5%)

If this could be evened out, say, to everyone paying 10% of their pay for Health Ins. (lots of number crunching to do here...), the people making higher salaries would pay a more fair share of the costs.

The **people making lower salaries would get more money in their pockets!!**

And, it's **cost-neutral** to UNM once the figuring is done (and our committee could recruit lots of manpower to do this if HR can't).

SC Compensation Committee Proposal: Swap Pay for Time

Equivalency Between Pay and Days Worked	
% Pay :	Number of Days Represented:
0.4386%	1
0.8772%	2
1.3158%	3
1.7544%	4
2.193%	5
2.6316%	6
3.0702%	7
3.5088%	8

[Percentage calculation: How many days do we actually show up to work per year?

52 weeks/year – 4 weeks annual leave = 48 weeks of work time; 48 weeks x 5 days/week = 240 days; 240– 12 holidays (Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day + Day after, Winter break [Avg. 6 days off]) = 228 days.

100% of annual pay divided by 228 actual days @ work= 0.4386% of annual pay earned per day; each day we come to work, we earn 0.4386% of our annual pay.]

1. If UNM staff's "temporary" 1.5% ERB contribution increase from last year continues; this represents between 3-4 days of work.
2. If *another* 1.75% is added this year, contributions equal a total of a 3.25% decrease in our pay, representing 7-8 days of work.
3. There is no option for staff to opt out of paying into the ERB.
4. There is no disincentive for the State of NM to indefinitely extend these "temporary" decreases in staff's net pay.
5. *UNM Administration could go far to show their support of staff and increase campus-wide morale among staff in one or both of the following good-faith cost-neutral manners:*
 - a. **ERB contributions = days off with pay**
Allow staff to have DAYS OFF WITH PAY, to equal a reduction in working days commensurate with increased contributions to ERB (see chart above); these days to be given for the duration of time that the "temporary" increases to employee ERB contributions are in effect. (If these days coincided with Spring Break, when students and faculty are absent already, there could be significant utility/housekeeping savings to UNM.)
 - b. **Pay increase = days off without pay**
Give a PAY INCREASE to all UNM staff, while at the same time requiring each staff member to take enough unpaid days off to completely offset the increase in salary (see chart above). *Staff members would net exactly as much pay as currently, but would have extra days off in return.*

(What an effective demonstration of good faith by the administration!)

Moreover, when UNM solvency problems have been resolved, staff raises would be in place, and a net increase in pay would occur in reality when unpaid days off are suspended.