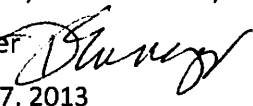


TO: Betsy Mullins, Chair, Staff Council
C: Mark Rozewski, Vice President, Finance and Administration
FROM: Donna Evinger 
DATE: September 27, 2013
SUBJECT: Staff Council's Budget Proposals for 2013-14

Mark Rozewski has asked me to communicate with you the outcomes of the President's Council's review of Staff Council's proposals.

PROPOSAL #1: Staff Council requested that a 6% hourly rate increase be approved for all support staff.

OUTCOME #1: Support staff increases effective 7/1/2013 were 1% across-the-board plus up to 1% merit for a total salary increase opportunity of 2%.

PROPOSAL #2: Staff Council requested that all staff eligible for vacation pay receive an additional personal or floating holiday.

OUTCOME #2: The University believes that its paid time off policies (holidays, Winter Recess, vacation, and sick) are very competitive compared to other employers in the region. Providing one day off to all full-time employees would cause the University to lose over 7,300 hours of work time, some of which would result in overtime costs. Funding is constrained during the current year. Therefore, the University did not endorse this proposal.

PROPOSAL #3: Staff Council requested a retirement service payment for support staff eligible for PERF to 2% times years of service to a maximum of 25 years or 50% for support staff upon retirement with a transition of current policy sick leave payment for 10 to 20 years of service.

OUTCOME #3: Effective July 1, 2013, the University contributes 11.2% for the PERF pension and 3% for the PERF Annuity Account, for a total of 14.2% of salary for every PERF covered employee, as well as offering retiree health and life insurance with significant University cost. Two years ago, the University increased the amount of sick pay a retiring support employee could receive (from maximum of 45 days to 60 days). These combined retiree benefits far exceed what most organizations offer. In addition, the University believes that employees are most concerned about current salaries and health contributions in this era of limited University funding; and this proposal would have benefited only retiring employees at a potential cost of up to \$400,000 in its first year or two, thus draining University resources to be used toward other salary and benefit expenses. Therefore, the University did not endorse this proposal.

PROPOSAL #4: Staff Council proposed that the yearly salary for degreed support staff increase as follows: Associate \$300; Bachelors: \$600; and Masters \$900.

OUTCOME #4: This proposal included salary adjustments that could not be funded under the 2013-14 budget. However, this proposal may be reconsidered in a subsequent fiscal year

The University appreciates the collaborative work and effort behind these proposals and thanks you and all your members for the contribution you make to the University.