

**Staff Affairs Committee
Meeting Minutes
September 4, 2009**

Roll Call

Present - Mary Sue Dates, Debra Hao, Heather Leavengood, Kayt Sunwood, Marianne Freelong, Pips Veazey, Juella Sparks, Jennifer Elhard *Not Present* - Brad Havel, Jenny Day, Julie Carpenter, Carol Shafford, Donna Resnick, Nici Murawsky

I. Approval of Agenda

- a. The meeting was called to order at 10:00 a.m. The Agenda was approved.

II Open Forum:

Staff Compensation

- a. FY11 3.0% staff compensation increase will be addressed during the BOR meeting, September 24-25, 2009 in Juneau. There will be a final vote in October. Staff compensation for FY09 and FY10 was 4.5%.
- b. UA-Statewide no longer has regulation for grid or step increases, and is not required to reinstate it this time. They are also not taking any steps to implement a merit-bases increase system.
- c. The University has consistently been below the current cost of living adjustment (COLA). Last year the COLA was 4.6%. Our staff compensation increase was only 4.5% which didn't even cover the COLA. We've essentially given up a cost of living adjustment with the current system.
- d. There have been three different task forces since 2000 to address staff compensation issues; however, multiple roadblocks have been thrown in the way to prevent anything from happening.
- e. What are some actions that Staff Affairs can take to make UAF staff aware of these concerns, and what is the best way to present our concerns to the Board of Regents?
 1. Staff Affairs needs to present their concerns to Martin Klein, Marie Russell and Nicole. Ask Martin to announce the concern from Staff Affairs to Staff Alliance during meeting of September 8.
 2. Staff Council needs to vote on whether or not they should provide a statement to the Board of Regents.
 3. Staff Affairs to ask Staff Council during meeting on September 9th if they can issue an information sheet to staff campus-wide. The information sheet should explain simply what's happening with staff compensation, 3% increase and how it's going to affect everyone. Provide contact information on the sheet where staff members can provide comments. Provide the information in an easy to understand format.
 4. Both items need to be done in time to provide the information to the Board of Regents on September 24-25.
- f. Need to find out what compensation the unions are getting in their contracts this year.

Mediation Program

- a. Need to provide a clear path for people to take when they need mediation. Mary Sue has asked Martin to confirm with the Chancellor whether this will be addressed in his

convocation as it is her understanding that Earlina Bowden has the program ready to move ahead.

Staff Handbook

- a. A draft of the handbook is currently available online at <http://www.uaf.edu/ces/reporting/handbook.html>, however it is still not located on the Human Resources home page.
- b. Have sent a message to Kris Racina asking why there has been a delay in placing the link on the home page and will it be placed there. It should have been done by now.
- c. Need to review the table of contents to see if it still has all of the relevant information we still want to include.

Health Benefits / Associated Costs

- a. The 4.5% salary increase won't cover the increase in health benefit fees, and the proposed 3.0% salary increase definitely won't. In addition to the increase in health benefit fees, there might also be a decrease in the actual benefits we receive.
- b. Mary Sue Dates met with Mike Humphrey, Director of Benefits, to have him explain where the health benefit costs are going, however, he did not provide her with the information she requested.
- c. Questions: