AGENDA
UAF STAFF COUNCIL MEETING #120
Friday, October 13, 2000
8:30 - 9:50 a.m.
Wood Center Ballroom

Time          Item                                                  Length of Time
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8:30          I       Call to Order  Scott Culbertson               10 Min.
A.            Roll Call
B.            Approval of Minutes to Meeting #119
C.            Adopt Consent Agenda
1.          Motion to approve FY02 Meeting Calendar (Attachment 120/1)
2.          Motion to Change Staff Council Meeting Time (Attachment 120/2)
3.          Rural Affairs Report (Attachment 120/3)
4.          Elections, Membership & Rules Report (Attachment 120/4)
5.          University Advocacy Report (Attachment 120/5)
D.            President's Report                                     5 Min.

8:45          II      Governance Reports
A.            ASUAF  S. Banks                                      5 Min.
B.            Faculty Senate  L. Duffy                           5 Min.
C.            Alumni Association  C. Branley                      5 Min.

9:00          III     Chancellor's Remarks  M. Lind                  10 Min.

9:10          IV      Vice Chancellor for Administrative Services
Remarks  F. Williams                                        5 Min.

9:15          V       Committee Report
A.            Staff Affairs  G. Hazelton
1.          Resolution on Compensation
(Attachment 120/6)

9:30          VI      Guest Speaker  Mike Humphrey,
Director of Benefits, Statewide Human Resources
TOPIC: Wellness Benefits                                     15 Min.

9:45          VII     New Business
A.            Update on Raffle (Attachment 120/7)                 5 Min.
B.            Staff Members Needed for the Women's Center Advisory Board
(Attachment 120/8)                                          5 Min.

9:50          VIII     Adjournment

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ATTACHMENT 120/1
UAF STAFF COUNCIL #120
OCTOBER 13, 2000
SUBMITTED BY ADMINISTRATIVE COMMITTEE

MOTION
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The UAF Staff Council moves to approve the FY02 meeting calendar as follows:

UAF STAFF COUNCIL
2001-2002 MEETING CALENDAR
8:30 a.m.
Wood Center Ballroom

MTG.  DATE            DAY
   #                   
128  September 12, 2001  Wednesday
129  *October 12, 2001  Friday
130  November 7, 2001  Wednesday

FOR MORE INFORMATION, CONTACT:
Kathy Mosca
Governance Office
312 Signers' Hall
474-7056  fystaff@uaf.edu
*Face-to-face meetings

**EFFECTIVE:** Immediately

**RATIONALE:** The Ad Hoc Calendar Committee will need all the meeting dates for 2001 to be incorporated in the Staff Council calendar. The 2001 calendar will be distributed at the December 8 Staff Council meeting.

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ATTACHMENT 120/2
UAF STAFF COUNCIL #120
OCTOBER 13, 2000

**MOTION
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The UAF Staff Council moves to change their meeting time from 8:30 a.m. to 8:45 a.m.

**EFFECTIVE:** Immediately

**RATIONALE:** Several staff council members are either traveling from the downtown campus or have children to get off to school. As a result, they are regularly late for the meeting. Late arrivals could be minimized or possibly eliminated by moving the meeting back 15 minutes. The meeting would then adjourn 15 minutes later. Hopefully, this does not represent an inconvenience for the members who are able to arrive on time.

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ATTACHMENT 120/3
UAF STAFF COUNCIL #120
OCTOBER 13, 2000

**SUBMITTED BY RURAL AFFAIRS

The Rural Affairs Committee will meet on Tuesday, October 10 at 9:00 a.m. in the Wood Center Conference Room B. At that meeting the committee will set their meeting schedule for the entire year and outline committee goals.

Submitted by Heidi Simmons, Chair

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ATTACHMENT 120/4
UAF STAFF COUNCIL #120
OCTOBER 13, 2000

**SUBMITTED BY ELECTIONS, MEMBERSHIP & RULES

The Election, Rules & Membership committee will be having a face-to-face meeting on October 13 in lieu of the regular scheduled meeting on October 9th. The meeting will be held in the Chancellor's Conference Room at 3:00 p.m. If any Staff Council representatives are available we would appreciate your input as we take the first real in-depth look at issues that need bylaw revision. Those include: Recall, proxy voting, and co-presidency options, as well as other issues that arise. Also, upcoming election ballots for odd units will be going out, please encourage participation or if there is anyone that you know who would be great for an unfilled position encourage them to give Staff Council a try!

Submitted by DeShana DeKerlegand York, Co-Chair

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ATTACHMENT 120/5
UAF STAFF COUNCIL #120
OCTOBER 13, 2000

**SUBMITTED BY UNIVERSITY ADVOCACY
The Advocacy Committee met on October 4 in Lola Tilly Commons. The committee has found that lunchtime meetings work best for everyone’s schedules. We plan to meet at each of the UAF dining facilities during the year, as well as various restaurants in the community.

The committee will be organizing special tours of campus for staff again this year. The first one is scheduled for 10 a.m. 2 p.m., Tuesday, November 21. Details will be distributed on the itinerary and how to sign up for the tour as soon as all the logistics are set up.

Other projects under development include a UAF Fair at Southside Community Center to take place in conjunction with College Town Days in February 2001, and a Staff Olympics to take place during Meltdown festivities in spring 2001.

The next meeting of the Advocacy Committee will be at noon, Wednesday, October 18 in The Pub at Wood Center.

Submitted by LJ Evans, Chair

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ATTACHMENT 120/6
UAF STAFF COUNCIL #120
OCTOBER 13, 2000
SUBMITTED BY STAFF AFFAIRS

RESOLUTION

WHEREAS, the University staff salary ranges have had no positive adjustments since 1994; and
WHEREAS, the adjustment prior to 1994 was sometime prior to 1983; and
WHEREAS, the 1994 adjustment was not to market, it represented a 10-20% increase when Consumer Price Index 1983-1994 was 35%; and
WHEREAS, the compensation study promised in 1996 upon completion of the JEF project was not concluded; and
WHEREAS, the 03/1998 Hay Report documents University compensation to be 9-28% beneath market; and
WHEREAS, staff initiated salary surveys in 1996 and previously on over 20 benchmark positions demonstrated University compensation to be at least 4-28% beneath State of Alaska, 3-25% beneath Federal, and 4-40% beneath Industry levels; and
WHEREAS, the Consumer Price Index, US City average, has increased 12.4% between 1994 and 1999, and 67% since 1983; and
WHEREAS, the Consumer Price Index, Anchorage average, has increased 9.9% between 1994 and 1999, and 48% since 1983; and
WHEREAS, the Consumer Price Index, Anchorage average, has increased 0.9% for the first half of 2000 and steeper increases are projected for the last half of 2000; and
WHEREAS, the Federal General Salary schedule has increased by 12% since 1996 and 31% since 1990; and
WHEREAS, the University has chosen to pass inflationary costs for health care onto employees through reduced benefits and employee contributions; and
WHEREAS, State of Alaska employee benefits exceed University benefits in significant areas: shorter work weeks, higher leave accrual rates, and higher geographic differentials; and
WHEREAS, there are no documented objectives to the University compensation structure; and
WHEREAS, retaining experienced and highly qualified employees at the University is a tremendous challenge with under market salaries and no cost of living adjustments; and
WHEREAS, hiring competent employees at the University is a
tremendous challenge with the current salary ranges; now,

THEREFORE BE IT RESOLVED, That the Board of Regents, in accordance
with Policy 04.05.040, is strongly urged to approve at least a
12% across the board increase to the staff salary schedule for
all steps to become effective no later than 7/1/2001; now

BE IT FURTHER RESOLVED, That existing employees be reclassified to
the nearest step in the adjusted range to guarantee them a
minimum 3% cost of living increase to become effective no later
than 7/1/2001; now

BE IT FURTHER RESOLVED, That it be acknowledged this modest
increase is not to market but an economically justifiable good
faith effort in the short term to address the long over due range
reclassifications; now

BE IT FURTHER RESOLVED, That Statewide Office of Human Resources
recommend granting hiring approvals to departments 3 steps
higher than stated in Regulation 04.05.040.D1a; now

BE IT FURTHER RESOLVED, That effective 04/01/2001 the
recommended minimum hiring step for new employees be 'Step C'
in anticipation of 7/1/2001 adjustment; now

BE IT FURTHER RESOLVED, That Statewide Office of Human Resources
continue a systematic reclassification effort and publish the
proposed time lines, scope, and compensation objectives; now

BE IT FURTHER RESOLVED, That Statewide Office of Human Resources
be mandated to report each October to the Board of Regents and
Governance meetings, in accordance with Regulation
04.05.040.D3 and 04.05.080, any general Federal or State of
Alaska cost of living adjustments and public source inflation
estimates so the Board of Regents can exercise, if they choose,
their authority to approve cost of living adjustments according
to Policy 04.05.040; now

BE IT FURTHER RESOLVED, That the Board of Regents endeavor to
review cost of living information in accordance with Regulation
04.05.040.D3 and give serious consideration to salary
adjustments on at least a biannual basis; now

BE IT FURTHER RESOLVED, That the Board of Regents direct Statewide
Office of Human Resources to exercise their responsibility as
stated in Policy 04.05.080 to document and promote appropriate
range reclassification on an ongoing basis, that no positive
adjustments since 1994 and only one since at least 1983 is
contrary to recruitment and retention of qualified staff; now

BE IT FURTHER RESOLVED, That the Board of Regents and Statewide
Office of Human Resources acknowledges University staff
compensation (wages and benefits) is not the same as State of
Alaska compensation; that the University is systematically lower;
and that reports such as the 1999 Legislative Wage and Benefits
study are not directly applicable to the University.

Information sources:
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http://www.alaska.edu/bor/policy/4p/p04-05.html
http://www.alaska.edu/bor/regulation/4r/r04-05.html
http://www.labor.state.ak.us/research/research/col.htm
http://www.labor.state.ak.us/research/col/cpiuan.htm
http://www.labor.state.ak.us/research/col/cpiuann.htm
http://www.labor.state.ak.us/research/col/col.pdf
http://www.govexec.com/careers/00pay/gsindex.htm
http://www.state.ak.us/local/akpages/ADMIN/dof/payroll/salary.htm
http://teak.state.ak.us/wa/postapps.nsf/?open
1999-07-23 State of Alaska Salary Schedules by BU/Location
(salary.xls, faxed from State personnel office 2000-09-27)
1999-01 Legislative Budget and Audit Committee, Wage and
Benefits Study (KPMG: Final Report)
1998-09-15 UA Staff Alliance Minutes, Attachment 5.1
1998-03 Hay Preliminary Base Salary Analysis
1997-05-27 UA Classified Employees "Want to Know Why"

Previous State of Alaska Salary Schedules
Previous Federal General Salary Schedules
Previous University of Alaska Salary Schedule
Previous Policies and Regulations (Part IV: Human Resources)
Previous draft/proposed policies
Industry salary surveys (various, 1990-1999)

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ATTACHMENT 120/7
UAF STAFF COUNCIL #120
OCTOBER 13, 2000
SUBMITTED BY ADMINISTRATIVE COMMITTEE

Staff Council would like to take this opportunity to thank everyone who participated in the Staff Council raffle. Staff Council raised $2,490 from the raffle. This does not include the generous $1,000 donation from the Fairbanks Pool Association and $200 from the Borealis Chapter #2 OES. The proceeds from the raffle benefit the Carolyn Sampson Memorial Scholarship.

Congratulations to the following winners:
Marcia Keyes - Two coach round-trip tickets on Alaska Airlines. Tickets courtesy of Alaska Airlines.
Sarah Hall - Two season tickets for UAF Hockey, courtesy of UAF Athletics.
Pavat & Glyn Komkai - Two tickets for the Top of the World Classic, courtesy of UAF Athletics.
Kurt Carlson - One individual Student Recreation Center Pass, courtesy of UAF Athletics.
Ann Tremarello - Quilt, courtesy of Kathe Rich.
Patty Green - One month trial membership, courtesy of the Fairbanks Athletic Club.
Kathy Mosca - One Broose Moose and $50 in gas coupons, courtesy of Tesoro.
Julie Riley - One Broose Moose and $50 in gas coupons, courtesy of Tesoro.

The UAF Staff Council named the scholarship in memory of Carolyn Sampson, former executive secretary in the Governance Office. Carolyn was instrumental in obtaining support services for the Staff Council and provided support for the Faculty Senate and Academic Council while employed at UAF. This scholarship is designed to provide new career paths or retraining to applicants wishing to re-enter the job market or whose work activity may be threatened by economic, health or other factors. For more information, contact your Staff Council representative or the Governance Office.

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ATTACHMENT 120/8
UAF STAFF COUNCIL #120
OCTOBER 13, 2000
SUBMITTED BY ADMINISTRATIVE COMMITTEE

The UAF Women's Center would like two staff members to serve on their Advisory Board. If you are interested, forward your name to the Governance Office.