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

Time		Item	Length of Time
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	15 Min.
		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

131	*December 7, 2001	Friday
132	February 6, 2002	Wednesday
133	*March 1, 2002	Friday
134	April 10, 2002	Wednesday
135	*May 15, 2002	Wednesday
136	June 7, 2002	Friday

\*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  
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- 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/cpiuanch.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.opm.gov/oca/2000tbls/GSannual/INDEX.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 Moose Moose and \$50 in gas coupons, courtesy of Tesoro.  
Julie Riley - One Moose 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.