

MINUTES
UAF STAFF COUNCIL MEETING #75
Tuesday, October 10, 1995
Regents¹ Conference Room - Butrovich Building

I Marie Scholle called the meeting to order at 8:40 a.m.

MEMBERS PRESENT:

Banks, P.
Barr, J.
Bender, L.
Bergeron, B.
Boatwright, S.
Cade, J.
Davis, B. (for D. Pitts)
Gal, S.
Hornbuckle, T.
Leavy, D.
Matheke, G.

MEMBERS ABSENT:

Barr, K.
Enochs, K.
Gramling, D.
Heath, M.
Howdeshell, S.
Kiser, R.
Leist, P.
Long, P.
Wilson, Ci.
Winch, S.

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approximately 20 trained mediators on campus. Representatives requested that more information be distributed campus-wide. Representatives also suggested that information be included in the policy on what a department can do when members within the department are fighting in a department. Representatives expressed concern regarding administration over-turning the decision of the Council.

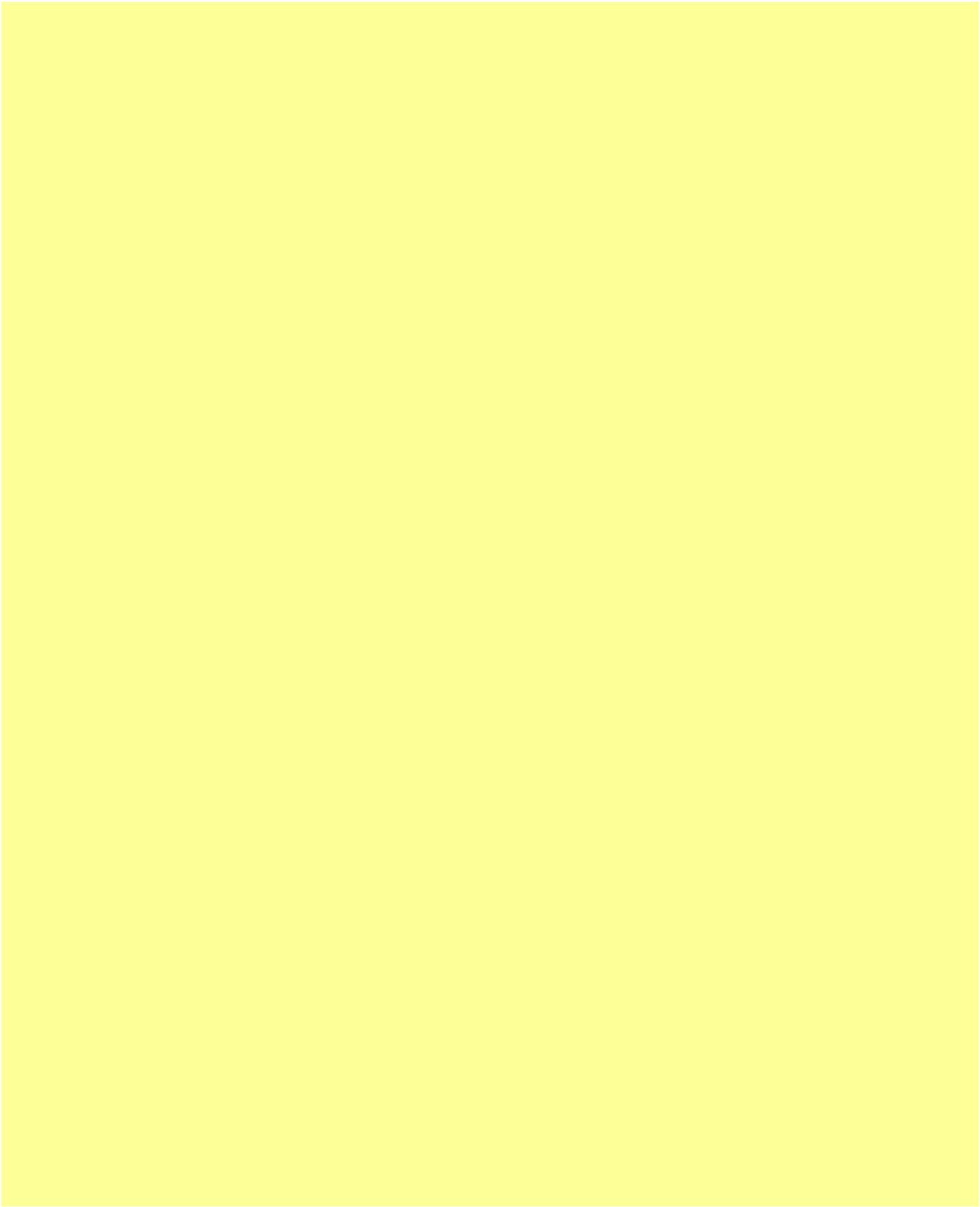
Job Evaluation Coordinator - Statewide Human Resources is currently recruiting for a coordinator for the job evaluation process. This will be a term funded position and will probably be 1-2 years. This individual will assist in getting the positions on the new system.

Geographic Differential - The University is waiting to see what the state does. If the state goes to 20%, the University will probably follow suit. Issues not yet decided include grandfathering employees in, increase pay, or give a years notice and then the employee would go down to the new rate. Representatives expressed a great deal of disappointment that the University would follow suit when a cut in proposed; but when the state received salary increases, the University didn't follow suit then.

Phase III of the Compensation Policy - After July 1, 1996 employees will move up to the next step on their anniversary date. There was a great deal of criticism in the past when everyone would move up on one specific date. It will be harder for these increases to be taken away because everyone will not move on the same date.

C. Eric Heyne, President, Faculty Senate

Eric Heyne, president of the Faculty Senate spoke briefly on the resolution the Senate passed at their last meeting on faculty compensation. After a brief discussion a motion was made and seconded to endorse the resolution. The vote was 15 () unanimous. Thereafter passed



banner test system. Mari Yates from Kuskokwim volunteered. President Scholle stated that she would forward the request to Betty Hoch.

F. Ad Hoc Committee on Leave Benefits - B. Bergeron

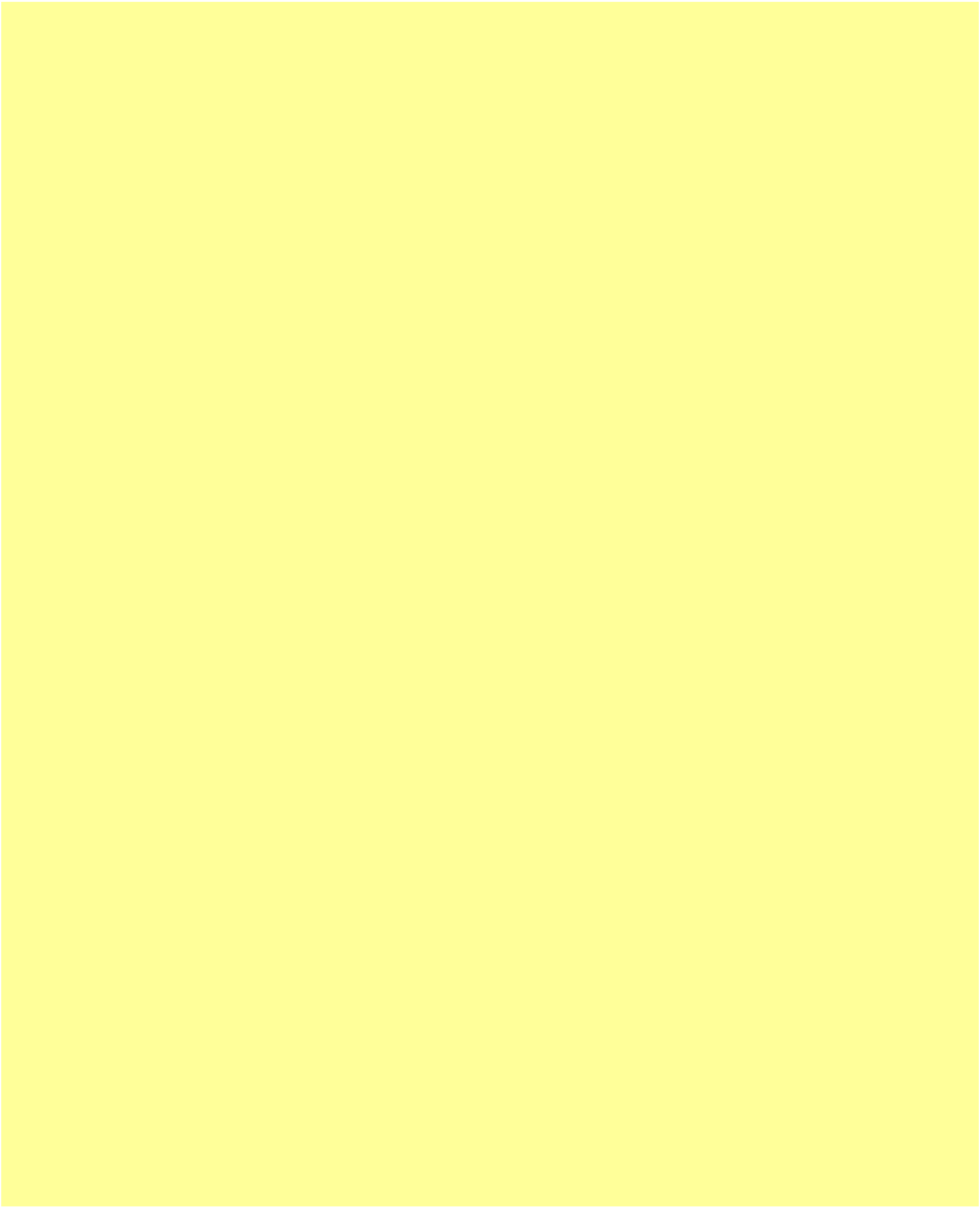
The following is the information gathered thus far by the Ad Hoc Committee on Leave Benefits regarding the combining of sick and annual leave. A few questions are included that need to be answered before the committee goes further.

A message from Tim Adamczak, statewide personnel officer indicated that yes, at the direction of the BOR they are looking into personal leave, but because of other issues they haven't gotten around to it. Another statement he made is, 'it comes right down to a financial issue so we are waiting to get together whatever data is available.'² He also indicated that statewide would welcome our suggestions. Thus far, the following information has been gathered from two public employers, FNSB and State of Alaska for non-union employees, and one private employer, Fairbanks Memorial Hospital. The hospital's 'paid time off'² plan consists of 1 day a month the first year, 2 1/4 days a month years 2-7 and about 2 1/2 days from 7 years on. They do offer an Income Assurance Program (IAP) - what we would call sick leave from date on hire for full-time employment at 8 days per year.

University of Alaska has sick leave accrued at the rate of 10 hours/month with no cap. Faculty accruals may be converted to retirement service credit under Teachers Retirement, but not under the Optional Retirement Plan (a lot of new faculty are in this plan). Annual leave accrues at the rate of 12 hours/month for 1-5 years, 14 hours/month for 5-10 years, and 16 hours/month for 10 years plus. Annual leave is capped at 240 at the end of each calendar year. Cash pay out for annual leave is also capped at 240 hours.

Fairbanks North Star Borough has 'paid time off'² at the rate of 2 days/month for the first year, 2 1/4 for year 2, 2 3/4 for years 3-7, and at 7 years 3 days/month. A total of 480 hours may be accrued at the end of any calendar year (12/31) - double our present accrual maximum for annual leave.

State of Alaska for the general government unit workers, based on a 7.5 hour day accrues 4.69 hours in sick leave per pay period (ppp) with no maximum. Annual leave is accrued at the rates of 4.69 hours ppp for 0-2 years (roughly 10 hours/month), 6.56 hours ppp for 2-5 years (roughly 14 hours/month), 7.5 hours ppp for 5-10 years (roughly 16 hours/month), and 9.38 hours ppp 10-20 years (roughly 20 hours/month.) The calendar year cap



Kim Fisher
Marge Heath
Marty Thomas

RURAL AFFAIRS
Dixie Emery
Susan Gal
May Kenworthy
Pam Leist

INFORMATION COORDINATING
Sandra Boatwright
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Stacey Howdeshell
Deborah Mercy
*Ron Pierce

Dee McDaniel
*Barb Oleson
Marie Scholle
Crystal Wilson
Mari Yates

STAFF TRAINING
Peg Banks
*Alta Crawford
Diane Leavy
Kathy McGill
Darlette Powell
Pam Sowell
Ron York

STAFF ALLIANCE REP.
Grant Matheke

EFFECTIVE: Immediately

B. Turn in Staff Council Raffle Tickets - K. McGill

Raffle tickets for the Carolyn Sampson Memorial Scholarship were turned in. The person who sold the most tickets will receive a sweatshirt from Northwest Campus. The raffle drawing will take place at the resource fair.

C. Discussion on FY96 Guest Speakers - M. Scholle

While discussing the guest speakers. A discussion took place to have the Information Coordinating Committee address guest speakers for the coming year and a motion was made and seconded that the committee actively track legislation regarding the University. This issue could be handled under Staff Affairs. However, there are a number of items in that committee. The vote was unanimous.

MOTION PASSED (unanimous)
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The UAF Staff Council moves to have Information Coordinating Committee actively track legislation affecting the University.

EFFECTIVE: Immediately

RATIONALE: It is very important that legislation be actively tracked throughout the year and Staff Affairs already has a number of issues to address.

VII Comments and Questions

A. Laura Bender from SFOS was the winner of the door prize.

VIII Announcements

A. Committee Meetings

October 10, Staff Council Meeting, 8:30 a.m., Regents¹ Conference Room, Butrovich Building

October 11, Staff Development Resource Fair, 10:00 a.m. - 2:00 p.m., Great Hall--Fine Arts Building

October 12 & 13, Board of Regents¹ Meeting, Regents¹ Conference Room, Butrovich Building

October 16, Ad Hoc Calendar Committee, 11:00 a.m., Wood Center Conference Room A

October 16, Elections, Membership & Rules, 4:00 p.m., Chancellor's Conference Room

