

UHESA Meeting #12
Dixie and Conference Call
January 11, 2006
1:00 – 2:00 p.m.

WELCOME and ROLL CALL.....Laurie Sullivan

Meeting called to order at 1:11 p.m.

College of Eastern Utah:	Hank, Jan Young
Dixie State College:	Laurie Sullivan
Salt Lake Community College:	Butch Steffen, Keenan, Steven
Snow College:	no one in attendance (Mike was excused)
Southern Utah University:	Barbara Rodriguez, Annette
University of Utah:	Margaret Brady
Utah State University:	Jill
Utah Valley State College:	Merrill Oyler, Shad
Weber State University:	Jennifer Evans, Bob King, Chad Davisson

BUSINESS ITEMS.....Laurie Sullivan

Minutes were reviewed. Motion to approve minutes with minor changes made by Barbara and seconded by Keenan. Unanimous vote to accept.

Welcome to Margaret Brady from the University of Utah.

LEGISLATIVE REPORT.....Butch Steffen

Butch attended two Higher Education Appropriation meetings on Nov. 10 and Jan. 10. Rather than itemizing those meetings Butch will give a brief overview. One important thing announced by Senator Bell, who is the Senate Rep for the Higher Ed Appropriations committee and Kory Holdaway, the House Representative is a little change this year for the Higher Ed Appropriations committee. In the past, subcommittees were an offshoot from the main appropriations committee. It was announced they are changing the way monies are discussed and debated. Main change – in the past they took subcommittees, depending on which constituency they were dealing with and that subcommittee could lobby for funds from the main committee. The new process is that the Higher Ed Appropriations subcommittee will not be able to delegate that responsibility. The debating, negotiating will be done in-house within the Higher Ed Appropriations committee. This is very significant because now if you have a list of the Higher Ed Appropriations committee members, we know these are the people we should talk to about the issues we've raised with our letter to the legislators. This will make our lobbying efforts easier.

During the Nov 10 meeting, Butch approached Representative Wyatt at USU and Representative Clark in Dixie. Both of them had the letter and were aware of their contents. During Jan 10. Butch just listened and didn't do any specific lobbying. In the past, Weber, Dixie, SLCC, USU have sent the letters out. Not sure if all reps have received them.

It was discussed about the possibility to send an advance copy of the postcard to the Higher Ed subcommittee members so when we meet on Feb. 2nd they will know what to expect. The front will have the logos of all the institutions, like last year. The back will have bullet points of what we are asking for this year. Laurie will put the postcard together and email to everyone by this Friday.

During the January 10 meeting UofU, USU, WSU, SUU and SLCC all made presentations to the Higher Ed committee on how they spent the money they received last year for funding. Commissioner Kendall gave a 20 minute presentation on how the board of regents spent the money that was funded to Higher Ed. All institutions, including the commissioner, were very supportive of compensation being funded. It seemed to be everyone's number one priority. There were several instances from institutions of discrepancies of up to 25% below average among their peer groups. It appears everyone is on the same page to fund compensation and health care.

There is a request for 4.5 million to fund Retention. Each institution has listed positions they have actually given extra salary money to in order to keep those key positions at the institutions.

In regards specifically to the 4% we requested....it came out in the paper and Governor Huntsman's initial budget request said he may be requesting 2.5% on a COLA and would additionally recommend a 2% merit increase. We did put a COLA down on paper and will continue to emphasize an automatic COLA increase based on some percentage. There is a formula at the Hill to establish COLA rates. Huntsman has been supportive of a COLA arrangement for all state employees.

On another note, an article in the paper stated the legislators want to vote themselves a raise for a 7% increase in their salary. In the article it stated the legislators were considering a 3% increase for all state employees, including Higher Ed.

Some basic figures (don't quote them):

1.8 billion dollar budget for public education

1 billion for Higher Ed

So about 2.7 billion out of the State's 9 billion dollar budget is for Education

Public Education is given an automatic COLA increase each year. We have said we want 4% increase in salary compensation. If they give 2.5 and 2, they will meet the 4%. Governor's proposal might not float with the legislators as they are used to getting a lump sum of money – not split for merit and such.

Another problem was stated with Merit – if you tie part of the raise to merit – merit is a type of step. Not all institutions have performance appraisals in place to guide merit. Additionally, there are inequities on how managers fill out performance appraisals.

Will each institution request Tier 2 monies for salaries? Last year SLCC got a generous amount from this. This year they won't get any. Remember, Tier 2 has changed to 75/25.

Health insurance cost increases were around 10%, which they are going to fund, so it shouldn't be an issue. There is a 350 million surplus. There's a projected tax revenue of close to over 600 million (construction, mining). So the projection of next year is really healthy. We need to stay on top of them. There is really no reason why they shouldn't give us a healthy increase.

This will be our 3rd annual UHESA Day. We approach this as more of a casual – personally go up and meet with your legislator and stay in touch with them. We already stated our position back in the Fall through our letter. It's a meet-and-greet. We'll have a scheduled executive board meeting

at that time. We start at 9:00 a.m. in W140 in the West Building. They are on the floor from 10:00 a.m. – 12:00 noon. Then we have an executive board meeting at 12:00 noon. Email Jennifer with your cell phone number and she'll add it to the contact list. We should have each other's cell phones to keep in touch that day.

NEW BUSINESS.....Committee

CEU has been in the paper lately. At the Nov. 10 Higher Ed appropriations committee it was noted that CEU has had financial trouble and are turning the corner on that and wiping out the debt. The thing is that UCAT and Utah State are also down in the area and there is a lot of competition. One of the members said on Nov. 10 "Do we even need CEU?" We took offense to that. The Higher Ed appropriations subcommittee did established a task force and are doing a study on how to handle the relationship between UCAT and CEU. Word CEU is hearing is that there could be a proposal for a possibility that they would join together. Does UHESA want to make a stand in support of CEU or do we just want to sit back and watch how things pan out? Have they guaranteed people will keep their jobs? Nothing has been said yet. Recommendations are expected in June of this year. UCAT is not real happy about the idea of a hybrid Higher Ed organization. Payroll, accounts payable and such for UCAT are being done by CEU. UHESA's job is to make sure our staff employees' jobs are taken care of...so let's keep an eye on this issue.

Reminders: Have institutional staff association presidents sent a Bio to Teresa for the website/newsletter? Please do this ASAP.

Are the institutional reports turned in yet? They were due October 1, 2005.

Hank wanted to mention that CEU was not able to sponsor the meeting in December and would like to do the next meeting. Maybe we could do an April meeting at CEU and the annual kick-off meeting at WSU. We really need the new leaders to meet at the beginning of the year. We could do the meeting in June instead of August if need be. Dates and locations are yet to be discussed. We are going to plan on an April meeting at CEU. Maybe the 6th and 7th for a meeting to close out the year and finalize things.

Butch wants approval from the board to send a short email of appreciation to Senator Kendall in regards to the great job they did on the Hill yesterday (Jan 10) in support of the staff and compensation funding. It received unanimous approval.

NEXT MEETING TIME

Wednesday, March 8, 2006, via conference call.

Barbara motioned we adjourn. Shad seconded. Meeting adjourned at 2:10 p.m.