

UHESA Meeting #5
UVSC and conference call
March 15, 2005
1:00 pm – 2:35 pm

WELCOME and ROLL CALL.....Shad Sorenson

Meeting called to order at 1:00 pm.

College of Eastern Utah:	Geniva Brooks
Dixie State College:	Jackie Freeman
Salt Lake Community College:	Pat Albertson, Keenan Adcock and Butch Steffen
Snow College:	Mike Jorgensen
Southern Utah University:	Barbara Rodriguez and Annette Murray
University of Utah:	no one in attendance
Utah State University:	Milton Johnson, Jill Ballard (CEA), Marsha Howell (PEA), Teresa McKnight excused
Utah Valley State College:	Shad Sorenson
Weber:	no one in attendance

BUSINESS ITEMSShad Sorenson

Minutes were reviewed and corrections made by Pat and Butch. Annette motioned to accept as corrected, Pat seconded. Vote was unanimous.

UHESA Committee Reports.....Butch Steffen

Butch introduced Debra Headden, of the Legislative Fiscal Analyst Office. Deb reviewed with us some of the key people associated with budgets for higher education:

Mike Care, Deputy Director over Public Education
Boyd Garrett, Assistant Deputy Director over Higher Education
Mark Blazzard, Assistant Deputy Director over Higher Education

Q- How much was approved for higher education faculty and staff salary increases?
A- 2.5% actual dollars. For higher education this equates to \$17.8 million, \$10.7 million came from the General or State Fund, the rest came from dedicated credits. This does not include UCAT.

Q- What about covering costs for health care:
A- Health care costs are based on PEHP rates. In fiscal year 2004-2005 estimated costs rose 5.49%, the legislature funded 11.8%, which equates to approximately \$8.7 million dollars. \$5.6 million will come from state appropriated funds, \$3.1 million from mission and other sorts of revenue.

Dental rose 2.9% last year, this year rose 6%. These figures equate to \$239,800 from state appropriated funds and \$134,200 from dedicated credits and other sources.

Retirement rates are unchanged and require no additional funding.

In 2004-2005 there was a one-time bonus of 1% and ongoing 1% increase in compensation.

There is \$2,226,900 awarded to institutions for 2005-2006, appropriated funds for retention of key faculty and staff. The Board of Regents will divide this money up and distribute it to the different higher education institutions for them to use as they wish.

This information was taken from the website: State Budget Overview of Summary 2005-2006

Q- Do you foresee all these additional funds going just for faculty?
A- This will vary from school to school, but it was allocated for faculty and staff. IT people would certainly be a group that would be considered under-funded. You will have to talk to your campus presidents about the distribution of these funds.

The Board of Regents will meet next in Salt Lake City, on Friday, March 18.. In April they will be meeting in St. George. Although they will need to be discussing soon how much will be distributed to each institution, it is not on the agenda for the next meeting. 2nd tier tuition is on the agenda. Last year three Higher Ed. Institutions allocated \$6.6 million for salary and benefits come from 2nd tier tuition and \$3.2 million for new faculty and staff came from 2nd tier tuition.

In spite of a recession, the legislature did a good job helping maintain health, dental and retirement benefits, even though there were no merit increases.

- Q- Could you give us a summary of the Appropriations Committee recommendations?
A- Higher education was allocated \$54 million more this year. This does not include funding for the University of Utah Marriott Library, Dixie's Health Building or SUU's Teacher Education Building. \$136 million went to higher education if you include funding for facilities.

There is \$41.1 million total ongoing (including compensation), which includes the Engineering and Nursing Initiatives being supported by the state.

Operation & Maintenance is being fully funded by the legislature this year.

Three institutions; UVSC, Weber and SLCC, received funding to bring state mix and dedicated mix more in line to the 65%/35% norm. Enrollment grew when enrollment growth wasn't being funded. UVSC moved from a community college to a state college and had to raise tuition inline with SUU and Weber; their enrollment grew without being funding. The state gave additional funding to these institutions so they can keep their tuition down. If they raise tuition, it will only perpetuate the problem.

Utah College of Applied Technology (UCAT) received enrollment growth. The Board of Regents did not request any enrollment growth funding from other institutions, so the legislature did not award any to any other institutions. UCAT is now under higher education. It was previously funded under the Commerce and Revenue Committee.

In 2004-2005, 2nd tier tuitions paid for salary increases for faculty and staff at every institution except CEU. The truth in tuition reports from institutional presidents will reflect the use of 2nd tier tuition increases.

- Q- When will we expect to see the first revenue projections for 2006-2007?
A- In the summer the preliminary reports will begin, by August the Board of regents will be pulling numbers together and talking to legislators.

In the fall they will meet with campuses, around November or December they will start talking

In February they will start to make decision.

- Q- Would it be a good idea to begin requests for salary increases by institutions or groups (UHESA) ?
A- Higher education is considered to be a state employee, it may be good to consider lobbying with the state employees.

- Q- Do the state employees have a lobby group?
A- Deb doesn't know, possibly state union group, State Human Resources

2.5% is nice, Deb hopes they can do better next year. We fell behind roads, but she hopes her committee can do better next year.

- Q- (Jackie at Dixie) Some schools are in different pools for health benefits, i.e. Dixie's pool is going up considerably more than the comparison pool, and they use PEHP. Why can't higher education be in the same pool as state employees?

- A. Snow and Dixie, being smaller institutions and rural location, could fare better if they could pool with public education in their local areas for a better rate.

Geniva pointed out that even though they have several plans to choose from, the only real option they have is PEHP because of the providers in the area.

Q- Jackie asked why they have not received any funding for over two years for positions that are under benchmark for compensation

A- The Board of Regents number one priority is employee salaries. The Appropriations Sub-Committee's number one priority is employee salaries.

Q- How is the public education COLA determined?

A- Deb has no idea. We will have to ask Mike Care

If we have any further questions, please email or call Debra Headden at:

dheaden@utah.gov

801-538-1034 (she will be gone the last two weeks of March)

Butch will ask a PEHP representative to attend our next meeting.

Recap of UHESA Day

- USU is having Sen. Hillyard come back to report proceedings of the past legislative session. They do not have a date set, as of yet.

“Hot Issues” on Your Campus Affecting Staff

- Domestic partner Benefits – Pat reports that the UofU is offering Domestic Partner benefits, employees were ‘grandfathered in’ after Amendment 3 did not pass. USU is thinking about this. This may be an issue that will affect your campus soon also.

An employee at UVSC supports her mother. She wants to add her to her policy.

Pat asked if the UofU could let us know more information: criteria, legal ramifications, etc. Pat will contact someone from the UofU and have them give us some input (Kim White, staff rep or HR)

- Pat reported that SLCC Staff Association is having a Southern Utah Flood Victims Benefit on March 27. They will have Chili/Vegetable Soup luncheon with news coverage and a power point presentation showing damage to the southern Utah area. Proceeds will go to the Santa Clara River/Virgin River Flood Victims account.
- Butch reported that Bud Bowman was awarded the title of “best legislator” for the 2005 session by Holly Mullin who writes an editorial for the SL Tribune.
- Geniva asked about annual staff evaluations. Are they done on other campuses? Pat said that at SLCC they are mandated and to be completed by April 15. Even so, reports show that only 65% are completed. Part of accreditation is that faculty and staff evaluation be completed. Butch doesn't think they are mandatory at SLCC.

Keenan used to work in HR. There is no accountability for evaluations being done for staff. With accreditation process requiring this, there's more accountability.

Geniva feels that even though there is no money for salary increases, it is important to have evaluations done annually as it allows communication; what is expected by the supervisor, what's expected by the staff member, etc.

UVSC recently simplified their form; it now requires a quarterly discussion between supervisors and staff members. Quarterly discussions will help identify goals and set more meaningful work plans. It will also allow for discussion of problems in a more timely fashion.

Next/Future Meeting Agenda Items

- Shad reported that our meetings this year were held about every 6-7 weeks. It seems when we meet there is always so much to discuss that we always go over. He wanted us to think about holding monthly meetings instead. We will discuss this at the next meeting.

Shad also asked if anyone would like to host the annual meeting held in August. A date and place will be determined at our April meeting.

Barbara made motion to adjourn. Annette seconded.



MEETING - AGENDA
March 15, 2005

Utah Valley State College
Conference Call: 866-256-5096 Password: 6224

www.usu.edu/uhesa/

1:00 p.m.

Welcome and Roll Call

Shad Sorenson

Business Items

Shad Sorenson

- Approve minutes from January 12, 2004
- Approve minutes from February , 2005
Emailed: 15-March-05 (Barbara)_

UHESA Committee Reports

-Legislative

Butch Steffen

1. Recap of the UHESA Day.
2. Debra Headden-Legislative Fiscal Analyst Office (10 minutes).
3. Up coming events.

-Media and Public Relations

Jill Ormond Whitaker

“Hot Issues” on Your Campus Affecting Staff

Round Table

1:45 p.m.

Next/Future Meeting Agenda Items

Shad Sorenson

Thank YOU for attending. Drive home safely.

Future Meeting Schedule

April 27, 2005

June 22, 2005

August 4&5, 2005

All meetings will be available via conference call or Bancom