



UNC Charlotte Staff Council

August 14, 2019 – 9:00 am
Cone Room 112

Officers present: Celeste Corpening, (Chair), Helena Connors (Vice Chair), Julia Stuart (Communications Officer)

Representatives present: Nicole Fraser (Area 1), LaTonja Miller (Area 2), Annette Parks (Area 3), Stephanie Lee (Area 4), Keith Jung (Area 6), Sarah Johnson (Area 7), Tracy Beauregard (Area 8), Kara Killough (Area 9), Latonya Johnson (Area 10), Virgie Fewell (Area 12A), Jacki-Lynn Baynks (Area 13), Michael Garrett (Area 14), Kyle Thomas (Area 15A), Katie Addison (Area 16), Liz Rosenberger (Area 17), Meredith Klauss (Area 18)

Alternates present: Jessica Waldman (Area 1), Brooke Brown (Area 2), Susan Bunton (Area 6), Jan Mullman (Area 10), Katherine Humphries (Area 12), Ronnie Bell (Area 15A), Pearl Brown (Area 16), Bionnca Andrews (Area 17)

Guests: Kelly O'Donnell & Deirdre Feeney, Center for Wellness Promotion

- I. Call to Order and Welcome:** Celeste Corpening, Chair
- II. Moment of Silence:** Celeste Corpening, Chair
- III. Guest Speaker: Kelly O'Donnell & Deirdre Feeney, Center for Wellness Promotion**

Presentation given by Kelly O'Donnell & Dierdre Feeney. Information can be found on the Center for Wellness promotion website, <https://wellness.uncc.edu/>

IV. Officer's Report

Celeste Corpening - Chair

Events

- Staff Assembly – 7/22-7/23
- Convocation - 8/15
- BOT retreat – 9/10
- BOT meeting - 10/2

Goals for Year

- Explanation of suggested goals
- Information gathering/Research...please contact Annette Parks and Audra Esposito by the end of the week if you accept.
- Other goals and training mention (Suicide Prevention, Policies and Procedures, and Defensive Training)

- Holiday Schedule: 75% keep as is, 20% add Memorial Day, smaller % to add good Friday
 - 1,233 responses (1/2 of employees)
 - Other proposals and suggestions were forwarded to HR
 - In regards to the floating holiday, we were advised that we could submit but it would not be recommended/supported by HR for various reasons
- Healthcare Initiative Update
- Fall Festival – all hands on deck; sign up; donations; wear shirts
- T-shirts – Jill is still working on ordering staff council shirts; goal is to have before the fall festival
- Vote on bylaws/Speech on reviewing emails and speaking up during meeting conversations
 - Article 5, Section II and III
 - Delegates shall be elected by July's Staff Council meeting through a majority vote of Staff Council members.
 - Upon election, the third delegate will serve for 2 years and delegate alternate will serve for one year.
- Announcement for interim Treasurer and Area 2 rep

Helena Connors – Vice Chair

Staff Assembly 7/22/2019

- House and Senate passed a compromise version of the budget bill
 - Governor vetoed bill and provided a counter proposal
 - Gen Assembly could accept, override veto, or negotiate another version
 - SEANC is supporting a veto override
- Budgetary continuing resolution in place
 - Medicaid is a big issue
 - Difference is that we need \$67M and have \$15 M
- It is expected that a decision will be made about a base pay increase, bonus or nothing by Sep or Oct of this year.
 - They may have the University decide if any money is allocated
 - Campuses will still have to re-evaluate from here forward
- Retiree health insurance will no longer be offered to new employees starting in 2021.
- SHRA Compensation score card
 - Career building estimate by Office of State HR in 2008
 - 2012 – ranges increase by 1.2%
 - 2014 – ranges increase by \$1000
 - 2018 – ranges increase by 5.8%
 - This includes new minimum of \$31,200
- UNC discussing with OSHR whether to move to new state compensation plan
 - Also requesting another increase to pay ranges
 - Hired a consultant to look at the proposed changes
- Market Rate
 - Market Index = Salary at rate
 - Market rates of campuses have been posted
- SHRA Salary Scorecard
 - Each campus determines how internal equity is considered
 - Each campus develops its own compensation philosophy
 - Each campus has specific needs and its own level of delegated authority on classification and salary
- Factors
 - Specialized or highly competitive sectors
 - Geographical and Regional factors
 - Market rate stagnation
 - Budgeting resources

- Highly specialized and or high demand occupations
- Enrollment growth
- Paid Parental Leave
 - House passed a bill to study for a year
 - PPL – 8 weeks basic provision
 - Has to be approved by the BOG and President
- Chancellor searches
 - UNC Chapel Hill and ECU
 - Search not just for Academic but also open to corporations, military and nonprofits
- Bylaw Changes
 - Assembly meetings changed from 4 to 3 a year with an option of other meetings as necessary
 - Updated position descriptions changing Communications Officer to Tech Officer and Secretary/Treasurer to Secretary
- Ombudsman
 - Some Universities using shared Ombudsman
 - Need to have knowledge of campus
 - Must have objectivity and independence
 - Saves on cost
- State Health Plan
 - Clear Pricing Project
 - 200% reimbursement from Medicare Rates
 - 27,000 HCP signed up and 4 Hospitals
 - Did not have enough participation and we were given another year on our current plan
- State Treasurer Dale Fowell Responsibilities
 - AAA Bond Rating – maintain the rating
 - DC Contribution Plan – 401,457 and 403 plans
 - Pension Plan – 13% contribution rate of payroll
 - Health Care - \$3 Billion per year is the cost in NC

V. Golden Nugget Awards

* 21 Golden Nuggets in Areas 2, 4, 6, 8, 9, 10, 11, 12, 13

VI. Committee Reports:

* Education/Events reported that plans are being finalized for Fall Festival. Date is October 8, 11:30 am – 2:00 pm. Donations are needed. More information will be given at the September SC meeting.

* Audra and Annette have met and had an additional meeting with Celeste regarding the responsibilities for the Staff Relations Committee for the year. A meeting is scheduled for August 29 with Committee members.

VII. New Business

VIII. Adjournment

* Motion was made by Stephanie Lee to adjourn and seconded by Kara Killough.

Pam Erickson, Secretary

Date Approved