

## **Minutes of the October 1, 2003 Staff Council Meeting**

A quorum being present President Paul Totis called the meeting to order at 2:00 pm.

Roll was called.

Motion was made and seconded that the minutes for the September 3rd Staff Council meeting be approved as submitted.

### **President's Report:**

Reporting on the meeting of the Executive Committee and other Staff Council Leadership with President Adams on September 11, Paul Totis stated that the reason building continues on campus is funding if from sources other than the state and often has been appropriated two or more years in advance. Even if building was stopped the funds could not be converted to use in the Operating Budget or salaries. Leadership voiced it's concern on the privatization of the Bookstore, President Adam's said they were looking very carefully into the proposals and wanted to make sure there were procedures for UGA employees to maintain their jobs for a trial period. It was also proposed that anyone choosing to leave the bookstore would be placed on a priority for vacant jobs at UGA. The leadership suggested that the "classification" portion of the new "Pay and Classification Plan" be implemented as soon as possible, that will be considered. At the present time President Adams said that there would be no layoffs, early retirement incentives or furloughs but if the situation deteriorates and more cuts are necessary those options will have to be revisited.

A chairperson is needed for the SSTEAM Committee, this committee is making preparations for UGA to host the 2005 Statewide Staff Council Meeting.

University Council Agenda can be found at <http://uga.reg.uga.edu/uc.nsf/html/ecagendas>, a motion was made and seconded that we skip the reading of the agenda items, anyone interested can check the website and get their comments to Paul before the University Council Executive Committee Meeting on October 9<sup>th</sup>.

For anyone attending Statewide Robyn Ansley is taking a van, anyone interested can contact her at 542-5868.

### **Staff Council Committee Reports**

Needs and Concerns – Julie Dingus/Sally Vandiver co-chairpersons

Communications – Linda Lee Enos/Bonnie Norwood co-chairpersons

Health and Safety – Laura Alfonso/Ben Bonner co-chairpersons

It was reported the there are significant changes in the health and dental fee schedules. Human Resources will be holding meetings around campus during the

Open Enrollment period (10/14 – 11/14) for anyone wanting more information it was suggested to attend a meeting.

Pay and Classification – Barbara Galvond chairperson

Waiting to see the implementation plan for the new Pay and Classification Plan.

Legislative – Nelda Parker chairperson

Representatives have been contacted with a request to inform us of any upcoming legislative issues relate to us.

### **University Committees**

UGARA – Kathy Hines liaison.

Parking and Transportation, Bob Ratajczak liaison

There is a 95% capacity in all lots, there has been an increase of towing illegally parked cars. There are no plans to close Cedar Street. Anyone having questions or concerns for the committee should contact Bob Ratajczak before the Committee's regularly scheduled meeting which is the third Wednesday of each month.

Ramsey Center Advisory Committee, Linda Lee Enos liaison, no meeting since last winter.

### **Guest Speaker**

Andy Brantly, Director Human Resources: Thanked Staff Council for it's help and support in the Pay and Classification reorganization study recently completed. It is expected that the University will start implementation of the new system, at least on the classification angle, in January 2004.

Benefits Open Enrollment period is 10/14 – 11/14 Workshops will be held across campus to explain changes and benefit options. Dental will have an open enrollment for the first time.

Benny cards are being discontinued due to problems with the carrier. Unauthorized purchases cannot be kicked out of the system at the register, while legitimate claims are being questioned due to incomplete paperwork. This generated more requests for audits on purchases and generated three pages of documented problems. HR will monitor additional providers and expect that the Benny card will be available in the future when some of the problems are worked out.

The new pay and classification system was explained, several concerns addressed. Due to budget constraints and no funding only the classification portion of the program will be implemented starting January 1, 2004 and implemented over 7-8 months. There is a need to get a commitment for funding during better budget years. No employee will

have their salary lowered as a result of the new classification. The parity within a grade will give flexibility for a sliding pay scale, taking into consideration time in position. The new system will do away with any "gray area" positions and place the positions within the appropriate classification and pay grade. There is a definite need to educate supervisors and employees about the new classification and pay grade system.

Employee Assistance Program, is a first call for help for services that may not be covered by the health insurance plan. There is complete confidentiality as the provider of the service has only a number for the client no name or descriptive information.

The Shared Leave Policy which the Staff Council has been instrumental in developing will become available at the beginning of 2004. The policy basically provides a leave pool from which employees, with life threatening medical emergencies, who are out of available leave may request hours. Employees may donate leave in 8 hour increments and must designate the beneficiary. No public request may be announced. There will be a formal review of the program in 2 years.

### **Old Business**

Not discussed this meeting.

### **New Business**

None at this meeting.

A motion was made, seconded and passed and the meeting was adjourned at 3:30 pm.

Respectfully submitted,  
Linda Lee Enos  
Recording Secretary