

July 11, 2012

UGA Staff Council Meeting

The meeting was called to order by Chair Daniel.

Roll was called: A Quorum was present.

Information about the new Master calendar was presented by Sara Freeland. The new re-design has many features that are useful for students, faculty and staff, including search features for events, interests, facilities, et al, into 2014.

Reading and approval of the June meeting minutes was postponed to follow our Guest Speaker, UGA VP of HR, Mr. Tom Gausvic.

Information for retirees was provided from the TRS web site of GA; title -TRS Repeals Discretionary Tax Offset. www.trsga.com

1. TRS changes; see title above; COLA is still in effect.
2. TRS employee contribution is staying the same for next year. The 1% employee increase for this year is still in effect.

TRS retirement projections: faculty retirement, between 2017 to 2020, almost half of faculty and staff are eligible to retire, with the recession, it is very hard to predict. Significant changes at UGA are expected; leadership opportunities, competition for salaries, advancement opportunities for those with higher skill levels.

3. Reform of the staff compensation plan: UGA HR is in the process of reforming the compensation system. UGA's is 40 years old. Revision of pay practices and career paths is in process. Also salary compression is being addressed. Immediate salary increases across the board will not occur when the new plan rolls out, but may take several years.

Market data will be included in the new pay plan and the salary ranges will be widened. Focus will be more on job enrichment and compensation within the job rather than job hopping/re-classification to gain raises. Longevity will have less of an impact on salary increases; performance and experience of employees will help to move them to the midpoint of the market of salary comparison, and above that, raises will be based more on performance.

The HR team has experience from previous work for the State of VA and other regions to revise pay plans, and the Fed Govt. has adopted the revisions made in VA.

Health Plan; In August at the BOR meeting, there is a possibility that HMOs may be available again; increases in premiums will probably be in the single digits, around 9%. A limited HSA will be implemented for dental and vision.

All staff are encouraged to attend the High Impact Leadership Program. This could help with staff promotions.

Motion to approve the minutes from June was seconded and approved.

President's report: Chair Daniel attended the last UGA Foundation meeting. Fundraising from private sources is increasing, similar to private institutions. Chair Daniel is also on the search committee for the new UGA President. Please send Jerry information on what you want to see in a new President by this Friday. The committee is composed of four faculty members, one staff member and one student, 6 regents, the Alumni Board Chair, and the UGA Foundation Chair.

The SC website is on track with development and should be up soon.

If you wish to help with the SRG committee to increase the number of SRGs represented, please let us know.

Statewide dues: \$25. Per institution are due and are approved to be sent.

Vacancies for the 3 at large positions on the SC Exec committee are open. Michael Lewis and Gillermo Alzuru are running for re-election. The floor is open for candidates, Terry Camp stepped forward. The three were elected by acclamation.

Motion to adjourn was approved.

Respectfully submitted by,

Jon Liston, Recording Secretary