

Minutes

March 21, 2014

12:00-2:00pm

Kolligian Library Room 232

Board Members Present: Katie Unruh, Nichole Kosier, Diane Caton, Pam Taylor, Ellie Jorritsma, Sherry Ward

Board Members Absent: Joe Wilensky, Rachael Martin

Staff Assembly Members Present: Mark Greene, Kerry Clifford

A. Welcome and Meeting Convened 12:05pm

B. Public and Campuswide Committee Representatives Remarks

1. TAPS – Kerry Clifford

Kerry reported that the committee was introduced to the group doing the local transit study. There was a discussion of campus matters including parking issues, mobility challenges for those needing to get from the recreation center stop, the bus schedule in general, lack of late night routes, sharing of general information and challenges, reinstating pedestrian safety as a priority (in particular the crossing at Ansel Adams), and transit bus over-crowding.

2. AVC for BFS and Controller and AVC Finance – Pam Taylor

Pam reported that the committee is making good progress with the large pool of candidates from Isaacson Miller.

3. AVC for Real Estate Services/Chief Real Estate Development Officer – Joe Wilensky

Katie reported in Joe's absence that the committee has narrowed the pool to seven candidates and there will be Skype interviews near the end of month.

4. Budget Advisory Committee – Katie Unruh

Katie reported that the committee met for their second meeting on March 13, 2014. The Budget Office provided both an update on Budget System that they plan to purchase, and update of their schedule.

5. Central Plant/Telecommunications Reliability Upgrade Project (CPTU) – Diane Caton

Diane will represent Staff Assembly in the CPTU meetings and will provide a report after the meeting on April 28, 2014.

6. Others – No further reports.

C. Approval of Minutes – Pam moved to approve the draft minutes of February 28, 2014. Nichole seconded the motion, and the board approved the minutes.

D. SA Leadership Meeting With Chancellor – Next Meeting March 25, 2014 (Rescheduled from March 21, 2014)

E. SA Leadership Meeting With VC BAS –Meeting – March 11, 2014

Non-Represented Staff - Discussion at CUCSA with Staff Advisors to the Regents to urge UC to consider a multi-year salary plan for non-represented staff to align with represented staff increases.

Salary Increase - An increase of 3% is planned for non-represented staff. The decision of how the 3% is to be distributed is being left up to individual campuses. UC Merced's Staff Assembly recommended that the 3% should be across the board and not partially based on merit, as employees are struggling after years of not receiving increases and rising costs of UCRP and health care contributions.

Salary Compression - A plan is being developed to deal with the issue of salary compression at UC Merced.

UC Care – There are concerns with the new UC self-insured plan, such as member frustration over understanding plan model or benefits and provider confusion on prior authorizations or referral process. UCOP is working on resolutions as problems arise.

UC PATH - The timeline remains very fluid at this point and is currently being pushed back, with the exception of the final implementation date.

HR Reorganization - Recruitments for Business Partners and HR Generalists will be handled by OP. The search for a new Compensation Manager is underway using the services of the UC San Diego recruitment center.

Unit reviews will continue.

F. SA Leadership Meeting With AVC HR – Next Meeting – April 23, 2014

G. CUCSA - March 4-6, 2014 – Lawrence Berkeley National Lab – Katie reported on behalf of Joe.

Compensation is an ongoing topic at CUCSA.

There have been some issues and complaints with regard to UC Care and a six-month report will be released in July. In particular there have been issues with understanding and implementing coverage on Tier 1 and 2. If staff members have experienced difficulties with UC Care or wish to send feedback, please forward comments to Health Care Facilitator and Wellness Coordinator Leticia Aldama (laldama@ucmerced.edu or 228-2348). Each campus will be visited by a member of the UC Care team from UCOP and concerns will be discussed.

President Napolitano spoke to CUCSA delegates. She advised that the deployment of the 3% salary increases were left to the discretion of each campus. All union contracts have been resolved with the exception of health care workers. Will endeavor to negotiate future contracts for four year periods.

H. Unfinished Business

1. Staff Assembly Scholarship

- a. Katie reported that as of February 28, 2014, the “total received” is \$25,661.36 and the “current market value” is \$29,239.68.

- b. There is now a new form on-line for donations offering the opportunity for one-time or payroll deductions.
- c. Staff Assembly Pins continue to be available to those that wish to purchase them.

I. Officer Reports and Internal Committee Updates

1. President
 - a. Leadership Council

The March 18, 2014, meeting provided a final and additional Listening Session for Leadership Council participants to offer their feedback to the Compensation Listening Tour. The themes of conversation and feedback remain largely consistent throughout the tour.
 - b. UC Merced SA alumni list and history of UC Merced SA. No report.
2. Past President – Absent, No report
 - a. New Employee Orientation
 - b. Town Hall – March 25, 2014

Katie mentioned that the Executive Board is asked to please attend.
 - c. Career Advancement Mentorship Program (CAMP)

Katie reported that Rachel is representing Student Affairs in the CAMP meetings and has assisted with development of a group model for the workshops.
 - d. Student Intern

Katie also reported that four candidates were interviewed and an offer has been extended.
3. Vice President - Absent
 - a. Monthly lunch meeting with Chancellor – March 27, 2014 to be held at Mondo
 - b. SA Quarterly Digest
 - c. Staff Excellence Awards

Katie reported that we are receiving nominations and some have been submitted for all of the categories.
4. Programs, Events and Outreach Budget
 - a. We now have our FAU, but a few problems have surfaced with unpaid past invoices. Ellie will work with Chancellor's Office to resolve.
 - b. Staff Appreciation Week – May 19 – May 23, 2013 – Ellie provided an Update on the first meeting with 14 volunteers in attendance.

The theme for the 2014 Staff Appreciation Week is "Superheros." The current schedule of events:

 - Monday-Farmers Market
 - Tuesday-Continental Breakfast, Team Games and Campus Tour
 - Wednesday-Ice Cream and Tour of New Natural Reserve
 - Thursday-Team Game and Campus Tour
 - Friday-Kayak Race, Chancellor's Picnic and Staff Excellence Awards

This year tee shirts and tote bags may be offered for sale. Fundraising events are still undergoing planning and selection. Future planning meetings will be scheduled.
 - c. *Where in the World is Rufus Bobcat?*

This event will be held on March 27, 2014. As of today, four teams have registered. Complaints have been received about supervisors not allowing staff members to participate. The goals of the event are to get staff members acquainted with unique places on campus that

perhaps they have never visited. As they are sent around the campus searching for clues to find Rufus, they will receive items that are proof of their visits. Small toiletries collected as “entry fees” will be provided as donations to Valley Crisis Center, a domestic violence emergency shelter in Merced County. Wednesday (March 26, 2014), there will be a meeting of the volunteers. Reports suggest that some managers are viewing this event as a team building for their departments.

5. Finance Officer

a. Account balances March 21, 2014

804175 OP 00175	\$2,910.22	\$252.64 T-Shirt Sales
660010 SA 38070	\$180.60	Encumb of \$431.27 for brochures & gift certificate
660010 SA 69876	\$397.54	CUCSA travel of \$1705.38
55155 fund	\$649.90	\$20 payroll deduction

b. Staff Assembly Polos – By way of an update, Pam reported that orders have been placed for 16 shirts.

c. End of year process continues.

6. Finance Officer Elect

a. Diane provided a committee report on Central Plant/Telecommunications Reliability Upgrade Project (See above)

7. Communications

a. Opt-In List Report

Nichole reported we currently have 285 opt-in participants.

8. Secretary – No report

J. **New Business, Announcements and Information**

1. May Elections – Katie encouraged outgoing officers to please extend personal outreach for replacement officers.

2. Campus Climate Survey - Results are available online at the UCOP website.

K. **For the “Good of the Order”** – No reports.

L. **Closed Session (1:26 pm)**

1. The Board went into closed session to approved the judges for the Staff Excellence Awards

Meeting was adjourned at 1:22 pm.

Next Meeting - Friday, April 25, 2014