

(APPROVED)
Supervisory and Confidential Council Minutes
April 19, 2011, Gil 025, 2 p.m.

S&C Council Representatives in attendance: Irene Elbert, Donna Uhlenhopp, Karla Whitney, Sheri Bishop.
Other Representatives: Michelle Byers

1. Call to Order

Chair Irene Elbert called the meeting to order at 2 p.m.

2. Minutes of March 22, 2011, Meeting

Minutes of the March 22, 2011, meeting were approved. (Whitney/Bishop)

3. Personnel Changes

Alex Dryer, Food Service supervisor, has left UNI. Alisa Weeks, Secretary III, has been hired in the Executive Vice President & Provost Office.

4. P & S Council/Human Resources Update (Michelle Byers)

Michelle Byers reported that the P&S Council had discussed benefits changes. P&S will receive the same salary increases as were negotiated by faculty.

The HRS benefits staff will be holding informational meetings. The benefit changes will apply to the Merit Supervisory staff, but not the Merit Confidential staff. For Health benefits there are three options. For Blue advantage and the indemnity plan there are no changes to the plan design. The PPO is a new health plan option.

Dental I is tied to the indemnity health plan. Dental II is only if HMO or PPO and has enhanced 100% for preventative. 80% for routine restorative or surgical care.

Life insurance has been reduced from 2.5 times of the annual salary to 1.5 times the annual salary. There is an option for guaranteed voluntary term life insurance of 10,000 increments up to \$300,000.

Irene will send more information to the Supervisory list serve. There is a link to benefits on the HRS website.

It was asked if when changes were made, whether input was requested from the UNI groups. Michelle indicated that administration took past results and information from the P&S survey into consideration in making the decision.

Irene will contact Melanie Abbas or Jason Vetter regarding the survey and allowing our members to participate.

Confidential employees are the same classification as is what is covered by AFSCME for benefits purposes.

5. RISCAC

The RISCAC members met in Tama on April 7. Regarding the letter to the Board of Regents, it was questioned if HRS or administration would support our group in this endeavor. Michelle explained that for the merit decision on leap year pay issue was basically the AFSCME vs. Board of Regents office. We are on two different sides of that issue, so the possibility of administration assisting our group would be minimal. This award was regarding differences in the calculation of the number of work hours during the year (fiscal vs. calendar). Irene did not get a response from the Board of Regents. It was suggested to send an email to following that would indicate that we have not heard back from the Board of Regents regarding this letter.

Regarding the question of why public safety personal must be paid overtime for over 80 hours of compensatory time, it is done according to administrative rule 53.1. Michelle noted that vacation on our books is a liability to the university.

360 degree evaluations were discussed.

Irene, on behalf of the RISCAC, sent a letter to the Board of Regents for the recent board meeting.

6. Regents Staff Excellence Awards

There were 5 total nominations for the Regents Staff Excellence Awards. Committee members are Victoria DeFrancisco, Cynthia Coulter, Joel Anderson, Carol Fletcher, and Tresa Habinck.

7. Election Chair

Notice of elections will be forthcoming. Members can self-nominate.

8. Next Meeting

The next meeting will be Tuesday, May 17, 2011, 2 p.m., Gil 025.

9. Adjournment

The meeting adjourned at 3 p.m.

Respectfully submitted, Donna Uhlenhopp