

OCTSA meeting – preliminary notes from talk with Matt Fajack, VP Financial Affairs

March 5, 2019

Spring break & winter break will not be changing in the near future. There have been rumors circulating that these are being taken away or that UA will be closed but employees will have to use annual leave. Neither rumor is true. No changes are planned.

Campus mail is being allowed to submit a proposal to continue doing the mail services for campus. As long as they submit a proposal that improves efficiency and streamlines services there will not be a need to outsource their services.

Facilities, housekeeping, and UA bookstores are not being considered for outsourcing as all are currently meeting campus needs.

Raise pool is expected to be 2-2.5% for this year – but final percentage is still to be determined. Staff noted that the 1-1.75 % raises in recent years do not keep up with the cost of living increases – let alone the increasing prices of parking and health insurance. Many staff are making less each year (even with raises) due to parking and health insurance rates. Faculty seem to get larger percentage raises than staff. Average raise percentage across all employee groups has varied between 2-3% the last 5 years.

Pay/evaluation issues: 1) Some areas have been told they are unable to give an evaluation rating above “meets expectations”. Mr. Fajack said that should not be a general rule and that employees should be evaluated based on their abilities and skills. Should an employee “exceed expectations” then their evaluation should reflect that. 2) Questions arose about different positions at the same pay grade making significantly higher amounts in other areas on campus. Mr. Fajack said it’s likely the ones with higher salaries make more due to having a larger department or area and higher workload. 3) Salary compression issues: Paygrades 52-54 [?] minimum hire rates were raised and current employees in those paygrades were brought up to that level. However, that also left existing employees who have possibly been working for many years making the same per hour as the new employees just hired in. The new minimum hire in rates are not shown in the paygrade levels listed on the UA website. Mr. Fajack said he would look into this.

The request for 10 days of paid parental leave was not approved because the current amount of leave time was determined to be adequate.

The additional childcare center proposal does not have adequate funding to build and run a quality daycare center and will need to be analyzed and re-submitted again with numbers that are more realistic.

The student loan proposal to use your 403B contributions to pay your student loans is very likely to be approved and will be matched by UA. **But will non-exempt staff receive matching contributions as well? Wasn't clear.**

Flex work schedule has been proposed to allow flexibility to work 4 day work weeks or alternate hours. UA policy already allows flexibility to do this but it is left to the Dean, Department Chair, or Supervisor level to determine if they can adequately cover their areas if they allow this.

A sick time donation bank was proposed and rejected due to the high cost associated with it. But it may be possible to allow employees to donate vacation leave. This will be investigated further.

Parking services will receive proposals and see presentations from a consulting company and the campus parking task force that will review all of our parking rates, funding, and practices. A five year plan for recommendations on changes will be submitted. One proposed idea is to have a tiered parking rate. Mr. Fajack said he is not opposed to that idea.

Employees will not be forced into the High Deductible health insurance plan. We will continue to have a choice between the PPO and HDHP plans.