

Contact: Marcia Brunson

**PRESENTATIONS BY NONREPRESENTED FACULTY AND STAFF  
ON FY 2012 SALARY ISSUES**

**Action Requested:** Receive the presentations.

**Executive Summary:** Several groups of faculty and staff at the Regent institutions are not organized for the purpose of collective bargaining. Representatives of these groups have been invited to make presentations to the Board on salary policies for FY 2012. Representatives of the following groups have been invited:

University of Iowa Faculty Senate  
University of Iowa Staff Council

Iowa State University Faculty Senate  
Iowa State University Professional and Scientific Council

University of Northern Iowa Professional and Scientific Council

Iowa School for the Deaf Faculty  
Iowa School for the Deaf Professional and Scientific Staff

Iowa Braille and Sight Saving School Faculty  
Iowa Braille and Sight Saving School Professional and Scientific Staff

Regents Interinstitutional Supervisory Confidential Council (representing the Regent Merit System supervisory and confidential staff) (see attached statement)

The Board will consider FY 2012 salary policies at its June 8, 2011, meeting.

**Board of Regents Meeting  
April 28, 2011  
Ames, Iowa  
RISCAC Statement**

As a member of the Regent's Inter-institutional Supervisory and Confidential Council, I appreciate this opportunity to communicate with the Board of Regents on FY 2012 salary issues. With losses of several millions since July 2008 in general funds and line-item appropriations, and the loss of the one-time funding provided last year, the ability of our universities to maintain adequate staffing and resources to do business is in jeopardy. The Governor's proposal of additional 7.7% cuts, amounting to a reduction in general university funds by another 36.7 million would add more stress to our already economically and human resource- fragile university environments.

Concerns expressed by members of RISCAC include the fact that some members feel that dollars were saved in salaries due to early retirements being offered to staff last year, at the expense of those left behind that now must carry heavier workloads, or put in additional overtime, because it is cheaper for the Universities to deal with the workloads in this manner rather than hiring additional employees and having to cover the employee benefit packages. The University furloughs experienced by the Universities were a cost savings, but heavier individual workloads had to be handled upon staff return to work. Working extra and earning compensatory time creates the extra dilemma for staff of when to take time off since you need to catch up on your work. Staff were also asked to accept the fact that their retirement funds contributed by the University would be decreased on a temporary basis because of the tight budgets, which impacted retirement planning budgets for some. There is a concern that some of these same scenarios may play out again as a way to trim the budgets.

At UNI with a current total of 59 Supervisory and Confidential Employees, 32 are currently at the top of their pay grade, with just 27 receiving step increases. It takes approximately ten years to reach the top of the pay scale. At University of Iowa, out of 381 Merit Supervisory and Confidential Employees, 70% or 266 of the Merit Supervisory employees are at the top of their pay grade. Iowa State University has a total of 112 Supervisory and Confidential with 86 at the top of their pay grade and only 26 eligible for step increases. A financial impact is being felt, especially for those employees that are at the top of their pay grade, when they have been receiving just minimal cost of living raises and not step increases. It would be beneficial for that group to have the possibility of merit increases as a result of yearly reviews with a positive evaluation.

There is also some concern that too much emphasis is being placed on controlling the budget expenses by looking at trimming employee benefits. There is concern that beginning July 1, 2011, life insurance coverage is being decreased from 2.5 times budgeted salary to 1.5 times budgeted salary for Merit Supervisory, with Accidental Death and Dismemberment Insurance not offered for that group, which previously had

been offered at 2.5 times budgeted salary. Changes in health plans offered to employees, and at what cost to them, will also have an impact on their personal budgets, in effect creating a loss of income.

We appreciate the fact that the Universities are looking at ways to effectively promote healthy lifestyles for staff to decrease insurance costs, but can attest to the fact that heavier workloads as a result of minimizing staffing negatively impacts that goal, by creating a scenario where it is difficult for staff to maintain a normal eight hour work day. Then administratively it becomes difficult to determine whether to impact the budgets by paying overtime or impact the workforce by allowing staff to take compensatory time off at a later date. We also have to question the wisdom of allowing certain work groups, such as university police, to put in overtime, when the fatigue factor could undermine efficiency and have long term health effects.

It is understood that some job functions are being outsourced for a variety of reasons impacting budgets. There is concern that the quality of work performed may not be the same as that done by regular staff dedicated to the Universities and their mission.

We would like to protect our Universities' core values in meeting the needs of students and providing a well-supported network of staff. We also respect the dedication and loyalty provided by all Board of Regent's employees, but wish to make sure that no one group is inordinately negatively affected due to budget issues. We continue to hope that budget decisions are made strategically so as to minimize the negative effect on staff, staff incomes, and University operations.

Thank you for this opportunity to express our concerns, and we would welcome further discussion with the Board at any time. We appreciate your continued support of the Regent's Supervisory and Confidential employees.

Irene Elbert, President  
RISCAC