

Contact: Marcia Brunson

**PRESENTATIONS BY NONREPRESENTED FACULTY AND STAFF
ON FY 2013 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 2013. 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 2013 salary policies at its June 6, 2012, meeting.

Board of Regents Meeting
April, 26th 2012
Cedar Falls, Iowa
RISCAC Statement

I am writing to you on behalf of **Regents Inter-institutional Supervisory and Confidential Advisory Council (RISCAC)** which represents the 537 members of the **Board of Regents' Merit Supervisory Exempt and Confidential (MSE/C) classification**. **The MSE/C classification is made up of Merit employees whose job duties require them to exercise supervisory responsibilities over other direct report Merit employees. The classification also has a number of employees who** work in human resource or departmental offices **and** are considered "**confidential**" employees because they have access to information that may be used in contract negotiations. **The RISCAC council was established** to create a communications link among supervisory and confidential Merit personnel, provide a medium for dealing with issues of mutual concern, respond to inquiries and formulate recommendations to the Resident Directors, Board of Regents Director of Human Resources and/or the Board of Regents.

The constituency of the MSE/C group has been constantly changing. Since the last round of budget cuts the MSE/C group has found its membership slowly shrinking due to the actions of the AFSCME Merit group below us and the various actions of the institutions themselves. AFSCME's redefining of who is considered a "confidential" employee has led to a large number of our group being taken back into the Merit fold and no longer being considered MSE/C employees. New employee positions at the institutions are being created so they fall under the P&S classification which places them outside of our representative group. Adding to the problem is the number of positions that have been eliminated due to budget cuts and departmental closings like those currently occurring at UNI. These mounting pressures will continue to erode the MSE/C classification causing its membership to worry about its existence in the future. Uncertainty and worry about the future leads to decreased energy and productivity as well as creating a negative effect on our staff's health and wellbeing.

After discussions with our constituency it was decided that our group's main salary concern is related to the large number of employees who are receiving maximum pay for their classification and no longer receive stepped pay raises each year. It takes roughly ten years for an employee to reach the top of their pay scale, after which their pay becomes stagnant, increasing only when cost of living pay adjustments are negotiated into the contract for Merit employees. Ten years may sound like a long time, but it does go by fast. With the recent budget issues cost of living pay increases have been nominal and fall short of the actual increase in the costs of living and other things affected by a poor economy. Currently 71% or 383 out of a total of 537 MSE/C employees are at the top of their pay scale. At the University of Iowa 257 out of 367 are maxed out. Iowa State University has 87 of its 106 employees maxed out. The University of Northern Iowa has 36 of 59 employees maxed out. The School for the Deaf and the Braille School have 3 out of 5 employees maxed out. These numbers represent a sizable portion of the MSE/C group. This portion is only expected to grow in the coming years as employee

turnover continues to decrease due to institutions creating or filling fewer MSE/C positions and fewer employees quitting or retiring due to uncertain economic conditions. Failure to address the situation will lead to increased employee dissatisfaction and an overall feeling that their dedication and longevity to their respective institutions is not appreciated or desired. The RISCAC Council and the MSE/C group feel that it would be beneficial to the Regent's institutions and the state as a whole if the Board of Regents would review the issue and look at what can be done to help lessen the problems caused by this issue.

As the economy starts to turn around and our economic future is looking brighter we feel that now is the time to start addressing the situation. Possible solutions to be looked at could include a one-time step increase for all those who are maxed out, increasing the number of steps in our classifications so it takes longer for employees to max out, or increasing the top end of each pay scale so employees don't max out as fast. We feel that any and all solutions should be looked at to find the best possible solution. In conclusion we appreciate being afforded this opportunity to express our opinions as well as you taking the time to review our requests. We appreciate your input.

Thanks,
Joshua D. Smith
President of RISCAC