

## Council of University System Staff

June 27, 2006

### UNIVERSITY OF MARYLAND EASTERN SHORE

| <b>Members Present</b>           | <b>Alternate Members</b>              |
|----------------------------------|---------------------------------------|
| Dale O'Neal - BSU                |                                       |
| Marie Meehan - BSU               |                                       |
| - Coppin                         |                                       |
| -FSU                             |                                       |
| -FSU                             |                                       |
| - SU                             | Janine Vienna - SU                    |
| - TU                             | Loretta Hollifield - TU               |
| Joan Doremus – TU                |                                       |
| - TU                             |                                       |
| Judy Sabalauskas – UB            |                                       |
| David DeLooze – UMB              |                                       |
| John Barber – UMB                |                                       |
| – UMBC                           |                                       |
| – UMBC                           |                                       |
| Sam Sibanda – UMBI               |                                       |
| - UMBI                           |                                       |
| Larry Lauer – UMCP               |                                       |
| - UMCP                           |                                       |
| Chenita Kollock – UMES           |                                       |
| Scott Wibbert - UMUC             |                                       |
| Jim Hartsock - UMUC              |                                       |
| Joe Hill – UMBC – Chair          |                                       |
| Bill Crockett – UMB – Past Chair |                                       |
|                                  | <b>Chancellor's Liaison to CUSS –</b> |
|                                  | <b>Guest: Dr. Ronnie Holden, VP</b>   |
|                                  | <b>Administrative Affairs - UMES</b>  |

#### **Call to Order**

Joe Hill, Chair, called the June meeting to order at UMES at 10:00 a.m.

Chenita Kollock welcomed CUSS to the University of Maryland Eastern Shore, (UMES) and introduced Dr. Ronnie Holden, Vice President for Administrative Affairs, to the group. He stated that our Chair, Joe Hill, has done an excellent job representing CUSS at the Presidents' Council and the Board of Regents' meetings. Dr. Holden understands the importance of staff and supports CUSS and its efforts.

#### **Minutes**

The May minutes were approved as amended.

#### **Report from the Chancellor's Liaison – No Report**

#### **Chair's Report**

- At the BOR Finance Committee meeting at Towson on 6/22/06 the draft tuition remission policy was tabled

- The BOR met at Frostburg University on 6/23/06 and Chair, Joe Hill, thanked the Regents for their support during his year as Chair.
- The Optional Retirement Program was created for institutions of higher education and is managed by the State Retirement Agency.

During the 2006 legislative session, the Maryland General Assembly passed a bill to amend the State Employees Pension System (EPS) multiplier calculation from 1.4% to 1.8% effective July 1, 2006. This amendment will increase future retirement payment. Current employees in the EPS are encouraged to look carefully at their “retirement statement” sent by the State annually, in late summer, and compare to last year’s statement – a definite improvement in the calculations will be seen. In addition, employees’ mandatory contributions increased from 2% to 3% in 2006; will increase to 4% in 2007 and 5% in 2008.

USM will be proposing legislation for the Spring 2007 legislative session which, if approved, would increase the employer contribution by 2% (7.25% to 9.25%) and mandate an employees’ contribution that could compare to the EPS. CUSS has contacted the Council of University System Faculty (CUSF) to seek their support of the proposed increase. The Chancellor made it clear that this is a very important issue, but that it will need the Presidents’ backing to move forward, and will also require prioritization in the operating budgets of USM institutions.

- The COLA, effective July 1, 2006, was layered in 3 tiers by the Maryland General Assembly and after discussions with the unions.

### **Old Business:**

- The election of officers commenced with the chair’s position. Larry Lauer, UMCP, accepted the nomination for the chair’s position. Dave DeLooze, UMB, accepted the nomination for Vice Chair and Loretta Hollifield, TU, accepted for Secretary.. Voting was unanimous in favor of all three nominations for the 2006-07 council year. The two Members-at-Large will be nominated and elected at the July meeting at UMCES – Chesapeake Biological Lab at Solomon’s Island, Maryland.

### **New Business:**

- The tuition remission policy was discussed as it relates to, “What constitutes a dependent?” CUSF has a proposal (1) and the USM has a proposal (2). Much discussion occurred as it relates to a dependent.
- A motion was made by Dave DeLooze and seconded by Larry Lauer to support the CUSF Tuition Remission Policy Proposal that defines “dependent” as follows:
- The term “dependent child” shall mean a son/daughter, stepson/stepdaughter, legally adopted son/daughter; who is “financially dependent” as shown by (1) the child is claimed as a dependent on the parent(s)’ tax return, or (2) the child received more than one-half of his/her support from the **employee**.
- The lack of Nonexempt Staff nominations for the Board of Regents’ Staff Awards was discussed and work is being done by the committee to improve participation.

- Also, the current definition for Exempt Staff job groups, found in USM Policy VII-PI.00, Sec. II.A.2. is of concern for purposes of the BOR Staff awards. The guidelines for the awards program may need to be revamped. The question arose as to what the intent was in regard to the job groups and eligibility for this award. The BOR has looked into the criteria as to whether Exempt Staff listed under Section II.A.2.a. and b -.should be nominated for this award too, or just Exempt Staff under Section II.A.2.c.. Language clarification is necessary and CUSS will vote on any changes at the July meeting.
- Dr. Mickey Burnim has been selected as the new president at Bowie State University beginning 9/1/06.

**Committee Reports:**

**Communications Committee:**

- The newsletter is being completed. It is still missing the report from the Compensation and Benefits Committee. The orientation packages have been prepared for distribution at the August meeting. The new schedule for the meetings in the 2006-07 year will be updated and reviewed at the next meeting.

**Compensation and Benefits Committee:**

- This committee is still concerned with Contingent II recognition for Service Awards at the 13 institutions and that they all be in parity with one another.

**Community Development Committee:**

- The BOR has approved the nominees for the 2005-06 BOR Staff Awards and the awards will be presented at the BOR meeting in Fall 2006.

**Legislative Committee:**

- A letter should be prepared to introduce CUSS to all the new candidates running for the office of Governor.

At this point the meeting was adjourned.

*Respectfully submitted,*

*Marie L. Meehan, Acting Secretary*