

**Council of University System Staff  
April 16, 2002  
Hidden Waters  
Minutes**

**Members Present:**

Kay Martel, UB-  
Patrick McLane, FSU  
Susan Shoop, TU  
Sally Hearn, UMBC  
Andrianna Stuart, UMCP  
Carol Prier, UMCP  
Judy Lowe, SU

Roy Ross, UMB  
Fran Younger, UMCES

Gwen Scott, UMES  
Vera Maher, USMO  
Susan Conroy, UMUC  
Dale O'Neal, BSU  
Brenda Warwick, UMES  
Venus Windmiller, UMBI  
Shelia Richburg, UMBI  
Jessica Bird, UMB

Willie Fields, CSC  
LuAnn Marshall,  
UMB  
Joe Hill, UMBC  
Dottie Holland, BSU

**Alternates**

Janet Magruder,  
UMBC  
Hermetta O. Hudson, UMES  
Starr Levine, UB  
Art Hanlin, FSU  
Karen Stukes, UMBI  
Jay Hegeman, FSU

**USM Office**

**Liaisons**

Jim Sansbury,  
Associate Vice-  
Chancellor for  
Financial Affairs and  
assuming the duties  
of DHR

Rosario I. van Daalen  
USM Office

**Guests**

Thomas Terrell, CSC Director  
of Human Resources  
James Brown, VP, CSC Staff  
Senate

The meeting was called to order at 10:10am. Roy welcomed the Council to the Hidden Waters and gave a brief history of the USM Chancellor's Residence. The house was built by Jacob France in 1936 with an original 156 acres. The gardens were designed and planted 20 years before the house was built.

The minutes were corrected and approved with revisions.

**Human Resources Report**

- The 2002 Legislative Session was difficult for State employees because of budget restraints. The SRA Matching Fund will be reduced from \$600 to \$500 on July 1, 2002.
- State employees will not receive a COLA this year.

- \$10 million is in an escrow account controlled by the Board of Public Works (BPW). The money can only be used for "meets standards" PMP ratings and will be a one-time bonus only. It cannot be tied to base salary. The BPW will decide in September 2002 if the USM can use the money for merit increases. If allowed, the money will not be available until January 1, 2003. It is predicted that the increment will be 1.25%.
- The State will ask every agency to set up two contingency plans. One plan will outline cutting 3% of regular lines and another will cut 8% of regular lines. The plans should be in writing by June 18, 2002. This would mean a reduction of 3,000 employees in the USM and 75,000 employees in the State.
- Prescription Plan costs will rise in 2003. Final negotiations with the vendor are still underway. The Co-pay is currently \$3, \$5, or \$10 and will increase to \$6, \$10, or \$12.
- The Health Plan premiums will increase but amount is not decided at this time. The percent ratio of employer vs employee will remain at 80% vs 20%.
- The retirement plan now offers the new savings option-- 457b. This offers employees the opportunity to shelter an additional \$11,000.

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

- The SHELRB March meeting was cancelled and rescheduled for April 25th, 6 pm in Annapolis.
- April 8th was the Chancellor's last council meeting. Most agenda items dealt with budget issues. New information will be desiminated when decisions are finalized.
- 2002 Faculty Awards were given out at the April 12 BOR meeting. Roy reported at the meeting that the nominations for 2002 Staff Awards had 100% participation from all institutions. Recommendations from CUSS have been submitted to the BOR for final approval. The Award winners will be announced at the July BOR meeting.
- AFSCME protested a parking fee increase. The proposal was sent back to the BOR Finance Committee for further review.

#### **Old Business**

- The Larson Task Force was asked to review the feasibility of benefits for domestic partners but deferred the decision until the state's budget improved. A budget-impact report will be written as a result of research.
- The CUSS Certificate of Appreciation plaque for Donald Tynes will have to be given at a later time. Don was unable to attend this meeting.

#### **New Business**

- Nominations were submitted for CUSS officers. Elections will be held in May.  
Chair, Joe Hill, UMBC  
Vice-Chair--Andrianna Stuart, UMCP  
Secretary, Venus Windmiller, UMBI

**The next regularly scheduled meeting is 10 am., Tuesday, May 21st at Horn Point.**

**New Business**

- The position of USM Director of Human Resources will not be posted until at least July.
- The BOR Finance Committee will review a proposal for parking fee increases at UMB, UMCP, UMBC, and TU. CUSS still has an opportunity to raise concerns before it goes to the full BOR.

A motion was made for a CUSS presentation at the BOR April 12th meeting which would oppose the parking increase. The motion was seconded and approved.

The meeting was adjourned at 2:45 p.m.

**The next scheduled meeting is 10 am on April 16th at Hidden Waters.**