



2001-02 University of Wisconsin System Academic Staff Representatives Conference Call Minutes May 22, 2002

Human Resource Issues

Chuck McConnell, Assistant Vice President for Human Resources

Health Insurance Costs: The Group Insurance Board (GIB) reported that since 1999 state employee health insurance premiums have increased on average 15%. The GIB doesn't see that trend changing in the near future. The GIB has created a Health Insurance Study Group to examine health insurance issues (e.g. coverage provisions, current formula). The purpose is not to focus on employer cost shifting. Esther Olson from UW-Madison is a member of the GIB. She will be following the work of the study group and keeping the UW System's Fringe Benefit Advisory Committee informed. On a related issue, the annual cost for UW institutions to pickup the first six months of health insurance for unclassified staff is 4.9 million annually.

Insurance Benefit Newsletter: The Department of Employee Trust Funds (ETF) plans to develop an ETF quarterly insurance benefit newsletter. ETF feels much more is needed than providing information on dual choice health insurance once a year. The idea is to focus on education (e.g. what to do if a prescription is not normally covered, a claim is not paid).

2002-03 Appointment/Salary Letters: The Board of Regents (BOR) is expected to act on the 2002-03 Budget on June 7, 2002. Following action by the Regents on the 7th, institutions will be informed that they may release appointment and salary adjustment letters to unclassified staff for 2002-03. The 2002-03 pay plan is phased with 49.5% of the pay plan paid in phase I and 50.5% in phase II. Only pay plan increases is being phased. Base increases such as for a promotion (e.g. title change) will not be phased.

2003-05 Pay Plan Recommendations: In the fall President Lyall is expected to convene the Compensation Advisory Committee for advice on what to recommend to the Regents for the 2003-05 Faculty and Academic Staff Pay Plan. The BOR typically forwards recommendations to DOA and DER in November/December so that they can be considered in the formulation of the biennial budget.

Early Retirement Window: The Senate has modified their early retirement proposal. The change reduces from \$20,000 to \$10,000 the additional amount of money to be added to the sick leave account to pay health insurance. This would save about 3 million. Other provisions of the original plan have not changed (at this point). The Assembly will consider the change along with other provisions on the conference committee table.

APBS Project: The Appointment, Payroll and Benefits System project is on track. The latest projection is to implement the new web based system on January 1, 2004.

Legislative Update

Margaret Lewis, Associate Vice President for University Relations

The conference committee continues to meet to discuss the budget adjustment bill. Currently, UW System has enjoyed a few successes, including two provisions for UW Extension that pertain to childhood excellence grants and solid waste. UW System is hoping for a budget cut equal to or less than the Governor's proposal of \$41 million, with tuition increases not to exceed eight percent.

A current table of budget cuts is listed on this website.

The budget outlook for the next biennium appears as dire as this biennium. Therefore, the budget process for next year will be similar to this year.

Academic Staff Leadership Conference

Brad Piazza, UW Parkside Academic Staff Representative

The conference will be held July 18 - 19, 2002. The website link is:

www.uwp.edu/events/aslc

The deadline for proposals is May 24, 2002.

The deadline for registration is July 11, 2002.
