

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**July 6, 2005**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Wednesday, July 6, 2005 at 1:45 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Peter Bell, Richard McNamara, David Larson, and Patricia Simmons.

Staff present: Chancellor Samuel Schuman; Vice Presidents Carol Carrier and Timothy Mulcahy; Executive Director Ann Cieslak; and Provost David Carl.

Student Representatives: Tiffany Varilek and Steve Wang.

**COLLECTIVE BARGAINING AGREEMENT: LAW ENFORCEMENT LABOR SERVICES, INC., UNIT 1, POLICE EMPLOYEES**

Vice President Carrier introduced Director of Employee Relations Patti Dion, who informed the committee of the arbitration process that resulted in the agreement with University police employees, as detailed in the docket materials. She explained that the contract will provide the terms and conditions of employment for police employees between the date of signing and December 31, 2005.

In response to a question from Regent Bell, Dion noted that police officers are paid the same throughout the system. She added that there is a discrepancy between market pay at the coordinate campuses and internal equity among all University employees. Several Regents expressed concern about using internal equity rather than market rates.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the collective bargaining agreement with Law Enforcement Labor Services, Inc.

**STAFF: SALARY COMPARISONS & ANALYSIS; RECRUITMENT & RETENTION**

Vice President Carrier reported that the presentation provides information on staff demographics, market comparisons for salary and benefits, and recruitment and retention efforts. Carrier introduced the following presenters: Director of Employee Relations Dion, Mary Luther, Director of Staff Compensation, and Jackie Singer, Director of Retirement Programs. A copy of the presentation is on file in the Board Office.

Dion explained that the presentation is focused only on non-academic staff in the following categories; Civil Service; Teamsters; AFSCME Health; AFSCME Technical; AFSCME Clerical; Law Enforcement; and Trades. She noted that there are over 9,500 employees in these categories, of which approximately 50 percent are civil service employees.

Luther reported that salaries for civil service and bargaining unit members showed similar increases to public sector counterparts in the last year, but lagged behind higher education and private sector comparison groups. She also discussed the use of reward programs such as merit pay, in-range salary adjustments, outstanding service awards, and incentive pay. Singer stated that the defined benefit retirement plan for non-academic staff is on par with the state of Minnesota, but has a lower percentage in both employee and employer contribution than Ramsey and Hennepin Counties and the cities of Minneapolis and St. Paul.

In response to a question from Regent Bell, Singer explained that while much of the private sector is moving toward a defined contribution retirement model, the public sector remains a predominantly defined benefit realm. Bell stated that the University should explore defined contribution options.

In response to a question from Regent Larson, Dion commented that although performance reviews for every employee are required by administrative policy, the decentralized system of oversight makes it difficult to achieve 100 percent participation.

#### **COMMITTEE WORKPLAN 2005-06**

Regent Bohnsack began the discussion by informing the committee that a final workplan will be presented to the committee at a future meeting. Vice President Carrier presented the committee with several options for agenda items for 2005-2006 and the committee made a number of additional suggestions.

#### **INFORMATION ITEMS**

Vice President Carrier referred the committee to the Information Items contained in the docket.

The meeting adjourned at 2:45 p.m.

**ANN D. CIESLAK**  
**Executive Director and**  
**Corporate Secretary**