

informed to keep in touch with their Human Resources Department and the DBM website during their absence from the university.

- ε The Fidelity 457(b) Deferred Compensation Plan contract has been signed. The Fidelity 403(b) Taxed Deferred Annuity Plan is still under nego

- A study is being conducted on the organizational review of UMUC, University of Baltimore, UMCES, and UMBI. Only the studies for UMUC and UB have been completed. UMBI and UMCES are on hold.

New Business:

- These issues of concern were raised by members of the CUSS body to the Chair and the USMO Liaison.
 - ε A question was raised, why work to achieve an outstanding rating when there is no extra incentive?
 - ε It was also discussed how can the performance evaluation process be a more effective tool for performance (as designed) instead of a tool for salary changes.
 - ε Exempt employees have issue with the fact they may not be given the 2.5% merit increase; they are at the will of their supervisor and, therefore, may be given less than 2.5%.
 - ε The Exempt merit pay is unfair for employees.

Each was discussed and looked at how the system is designed based on USM BOR policies as well as FSLA guidelines.

- Nominations were called for the August 2005 thru July 2006 Executive Committee. Names given are as follows:

Chair	Joe Hill - UMBC
Vice Chair	Bill Crockett - UMB
Secretary	Mary Reed- USMO

A motion was made and seconded to elect Joe Hill, Chair; Bill Crockett, Vice Chair; and Mary Reed, Secretary. All were in favor, no one was opposed. Elections for the Members at Large will take place at the August meeting.

*LuAnn Marshall may be asked to be an Ex-Officio member of the Council.

- The transitional July CUSS meeting will be held at UMCES at Horn Point on 7/26.
- Please inform Bill Crockett of any changes to the CUSS Newsletter for 2004-2005 before 7/6/05 so it can be printed and ready for distribution. Please have labels of “Excluded from Union Representation” staff members prepared in an Excel format; last name, first name, department, location. Include Contingent employees.
- CUSS must become active in Annapolis; particularly in matters that affect the staff in health insurance funding.

- CUSS Meetings for August 2005 thru July 2006 will be held at the following Institutions:

CUSS MEETINGS		
August 2005 - July 2006		
DATE	LOCATION	TIME
August 23, 2005	Salisbury University	10:00 A.M.
September 27, 2005	Coppin State University	10:00 A.M.
October 25, 2005	Frostburg State University	10:00 A.M.
November 15, 2005	Bowie State University	10:00 A.M.
December 13, 2005	USM Office	10:00 A.M.
January 24, 2006	University of Maryland University College	10:00 A.M.
February 28, 2006	UMBI – Shady Grove	10:00 A.M.
March 28, 2006	University of Baltimore	10:00 A.M.
April 25, 2006	Towson University	10:00 A.M.
May 23, 2006	University of Maryland Baltimore County	10:00 A.M.
June 27, 2006	University of Maryland Eastern Shore	10:00 A.M.
July 25, 2006	UMCES	10:00 A.M.

There were no Committee Reports at this meeting. The committees will be reorganizing with the 2005-2006 members at the July meeting.

A motion was made and seconded that the meeting be adjourned.

**The next meeting will be at UMCES, Horn Point Lab, Cambridge, on 7/26/05 at 10:00 a.m.
Respectfully Submitted,**