

Council of University System Staff (CUSS) Meeting

April 28, 2009

Towson University

In attendance:

**Members**

Absent	Bowie State
Chris Thomas	Coppin
Jesse Ketterman	FSU
Carol Bauer	SU
Gloria Gagunski	TU
Brenda Yarema	TU
Kimberley Lynne	Co Secretary, UB
Karyn Schulz	Co Secretary, UB
Ronald Kasl	UMB
Colette Becker	UMB, CUSS Vice Chair
David DeLooze	UMB
Roy Ross	UMB
Deborah Geare	UMBC
Joe Hill	UMBC
Chenita Reddick	UMES
Larry Lauer	CUSS Chair, UMCP
Sister Maureen	UMCP
Willie Brown	UMCP
Absent	UMCES
Ayman Abdo	UMUC

**Alternates/Guests**

Heather Bishop	TU
Dale Schmertzler	TU
Kay Kazinsla	TU
Sharon Ayres	TU
Two other guests arrived?	TU
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Chancellor's Liaison to CUSS: Rosario I. van Daalen	USMO
Ken Fonstock	UMB

Brenda Yarema called the **meeting to order** and introduced **James Sheehan, VP of Admin & Finance at TU**, who serves as the liaison between the Staff Council and the TU president's office and was integral in funding the Staff Development Day that had an attendance of 365 Staff employees this year. Mr. Sheehan said that he vets new policies via CUSS and the TUSC faculty senate and that both do valuable work. He thanked the state legislature for the approval of the USM budget: no COLA, but only .5% less of the original budget.

CUSS March **minutes** will be emailed to the group by Kimberley after the meeting and they will have to be approved in May.

**Chairman's Report:**

Larry also acknowledged and thanked the General Assembly for its approval of the **USM budget** with only a \$5.8M reduction. It was the best we could have hoped for given the economy this year. Many letters of thanks have to go to PJ Hogan, Gov. O'Malley and the budget committees from us for the great job they did this year.

Larry had

Larry gave the members a copy of his report to the BOR/Chancellor's Council:

- Review request for furlough program
- Thanked the Chancellor and PJ on budget approval
- BOR awards reviewing program
- Thanked them for adjusting the Minimum of the Nonexempt Salary Structure to match the Minimum of the State's Salary Structure.

Senator Francis Kelly of the Finance Committee stated that pay program management needs to be applied in accordance to these hard economic times. The BOR reviewed and approved a two year Nonexempt Staff Salary Structure. Since 1996, it's been a regular process to keep Nonexempt Salary Structure and jobs at market.

From Larry's email to Marvin Pyle in SU: I (or the Council) did not hear any objections to adopting the State Living Wage from any of the presidents or vice presidents. They all supported it, then and the Regents approved it. Note that this letter says " ALL NONEXEMPT EMPLOYEES ON REGULAR OR CONTINGENT STATUS."

Rosario reported that the **Chancellor's 2009 Salary Guidelines** were circulated the day previous to this CUSS meeting at TU. The Nonexempt salary structure was approved; there will be no Merit increases, no COLA, no Match to the SRAs, and no

April 2009 Draft with Rosario Changes

Rosario suggested that CUSS members send cost savings ideas to Larry Lauer and Joe Hill or the members could also submit suggestions to each Institution Senate.

**Chancellor's Liaison to CUSS Report:**

Rosario said that USM autonomy is being challenged. After party

Employees enrolled in the Optimum Choice HMO (Mamsi) will automatically roll over into the United Healthcare EPO; and

AETNA EPO is a new offering. Election of an AETNA EPO requires use of the IVR system to enroll.

In most cases, HMO participants will not have to change providers under an EPO plan.

**Same Sex Domestic Partners Coverage: conditional until final word from Senate**

Provided that the regulations are adopted on July 1, 2009, same sex domestic partners and their dependents who meet the criteria will be eligible for health benefits. Due to the Federal Internal Revenue Code, the State subsidy will be treated as taxable income to the employee. More detailed information will be included in the State Benefits booklet and on the State of Maryland health benefits website. The criteria are stringent for this coverage: living together for one year, mutual bank and address and paying bills together. The contributions are post tax and the contributions from the state are taxable.

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Last month, the Department of Budget and Management became aware that a Flexible Spending Account (FSA) Fee Summary report listing the names and Social Security

- Extraordinary Public Service to the University or the Greater Community – Exempt Staff  
Nominee of Choice: Marty Newman

Roy Ross reported for the **Legislative Committee**: Roy thanked the Council and constituents for their letter writing campaign that he felt further supported the Governor's budget for higher Countf0.MÆ/TT2