

- let Maryland General Assembly know we're serious by requiring employee contribution
- CUSS should review the proposal to determine if changes should be made
- could be advantageous for Institution Staff Councils to endorse and bring to various Presidents
- proposal indicates 12 percent total ORP contribution, including 10 percent Employer contribution and 2 percent Employee contribution
- Jackie Eberts: all groups should give support in advance; Cynthia Shaw: understanding is there is a time issue
- Employee contribution would go into OR- 403(b)
- would have to tie in with the Governor's budget; hope is that it would be included in the FY 12 budget
- Rosario van Daalen: should be presented in anticipation of better times, but realistically, budget will probably preclude inclusion of ORP increase.
 - would go to Board of Regents Finance Committee at Jan. 27 meeting, then to full Board at Feb. 11 meeting, which is already halfway through legislative session—timing is very tight
 - right now, Legislature is looking to cut back on various employee/retiree benefits for health and retirement plans; look at "Public Employees' and Retirees' Benefit Sustainability Commission":
[http://mlis.state.md.us/otn/Tc010\(u\),B0\(e\)-3\(1300413\(y\)-4-\)\(h\)-1R92rum418944.88Tmnu](http://mlis.state.md.us/otn/Tc010(u),B0(e)-3(1300413(y)-4-)(h)-1R92rum418944.88Tmnu)
 b(1336)ug3(h)2482(B)33203)4rms4ad\$20)1002Tc002TT*(134)Sec1g

- had to stand down some of the Institutions that were unwilling to treat Staff according to standard set at other Institutions
- big positive changes in compensation and other benefits for Staff
- developed Contingent policy—had no benefits or security; pressed that they needed to have some measure of protection
- USM has one of lowest ratios of Staff to Faculty in country
- effective Staff needs to be retained; loss of resources in training someone that leaves is a drain on the budget
- any opportunity to help Faculty (especially in training)
- offer to help Faculty (especially in training)

VII. Chancellor's Liaison Report

- Annapolis hearing: State Employees and Retirees Benefits Sustainability Commission
<http://mlis.state.md.us/other/BenefitsSustainabilityCommission>
 - Commission working on report (due Dec. 15, tomorrow)
 - keep eye on postings
 - there are going to be major changes
 - cost in the billions for health insurance, looking to cut everywhere they can
 - looking at both health and retirement benefits (e.g., change vesting at five years in pension, change pension contribution/calculation formula, change 16-year full health premium)
 - current retirees are under a contract to receive health benefits, but benefits can be tweaked (premiums, level of coverage, etc.)
- work of Compensation Classification Committee: Biennial Market Salary Survey (Nonexempt salary structures); already presented to HR Directors on Dec. 2, then going to Vice Presidents; market has increased by 3 percent; if we had money, this is what we should be doing, but we understand we have no money (probably will remain status quo)
 - if salary structure were to be increased, the only increases provided would be for those employees who fall below minimum of structure, but just doing this would cost more than \$1 million
- as of Jan. 1, IRS no longer permitting over-the-counter purchases with FSA funds; read carefully because some items still apply such as products related to contact lenses
 - remember to keep your receipts, even if you use the FSA debit card; if employees cannot produce receipts, in some cases card has been discontinued

VIII. New Business

- news release: resolution from joint meeting, website with link to Benefits Sustainability Commission, letter to the governor, canned letters (CapWiz); **ACTION: send out right after next meeting, after legislative session starts (second Wednesday of January)**
- **AGENDA ITEM FOR JANUARY: CapWiz**

IX. Governor's letter

- Karyn Schulz: Roy Ross' letter has immediate impact
- Colette Becker: we need to say who CUSS is
- Willie Brown: letter has to come from all of CUSS, signatures of all primary representatives
- letters should be combined and come back with new draft
- language can be stronger: we were dismayed, we ask instead of

- Willie Brown: use wording from CUSF resolution; shows collaboration with CUSF; students also endorsed resolution
- Cynthia Coleman: combine "We understand that you have hard financial decisions, but as you craft legislation and the budget ..."
- Dave DeLooze: keep it short and sweet, get to the point
- Abby Byrnes: Take out first sentence of last paragraph
- Lori Smith-Watson: questions use of word "disastrous"

- Kay Kazinski: don't confuse the issues, keep it to Senate Bill topic
- Rosario Van Daalen: need to use the bill number and the year "2010"

we can stand additional cuts in addition to money given back in lieu of furloughs

- ORP: USM is very much on record about wanting to boost the ORP contribution/benefits with expectation of contribution by Employees