

## Professional and Scientific Staff Council

### DIVISIONS

AF – Administration & Finance  
AT – At Large  
ESS – Educational & Student Services  
UA – University Advancement  
I – Instructional

Meeting No. 355  
Date of Meeting: January 11, 2007  
Place of Meeting: Maucker Union Presidential Room  
Meeting Convened: 1:32 p.m.  
Meeting Adjourned: 2:16 p.m.

### Members of the Council in Attendance:

Melanie Abbas, ITS – 36452 AT  
 Seth Bokelman, ITS – 37423 I  
 Doug Case, PLS – 37145 I  
 Carol Fletcher, RDC – 32333 AT  
 Robin Gurien, HRS – 33536 AF  
 Jacqueline Halblom, CAC – 36485 I  
 Lisa Kremer, Maucker Union – 37862 ESS

Steven Pavelec, Fac Planning – 36165 AF  
 Shelley Pruess, Maucker Union – 33743 ESS  
 Susan Reinart, Advancement – 36078 UA  
 Gale Secor, RDC – 36036 ESS  
 Rick Seeley, ITS – 37218 I  
 Jason Vetter, ITS – 36730 I  
 Don Williams, Student Health – 32134 ESS  
 Steven Young, Mail Center – 33231 AF

### Ex-Officio Member

#### Others

Nick Bambach  
Lisa Frush  
Cindy Webb

#### Proxy

Chris Conklin  
Janelle Darst

- I. Welcome  
President Carol Fletcher called the meeting to order at 1:30 p.m.
- II. Approval of Minutes #354  
Doug Case moved to approve the minutes, seconded by Steve Young. Motion carried.
- III. Cabinet Report/Budget Update – Bill Calhoun  
The Cabinet discussed the early retirement program at the University of Northern Iowa. In the past, this program had been offered by the Board of Regents State of Iowa to employees at the regents institutions. The early retirement option was discontinued June 30, 2004 by the Board office because of significant budget shortfalls at the universities.  
  
At this time, the Cabinet feels that offering the early retirement option to UNI employees would not be possible. Regrettably, UNI is still faced with a tenuous budget environment and because of this it would be unwise to reinstitute the early retirement option for employees. It is worth noting that the United Faculty did not include the early retirement option in their proposal to the Board office.
- IV. HR Report – Nick Bambach  
United Faculty and AFSCME negotiations are underway. United Faculty bargaining began November 14, 2006 and AFSCME negotiations of contract will begin on January 13, 2007.

Nick announced that Sarah Peakin will begin her new duties as Human Resources Benefits Specialist on January 29, 2007.

There was discussion about the possibility of converting earned sick leave to insurance premiums or Cobra payments when employees retire. This was a 2005-2007 AFSCME contract negotiation topic.

Regarding the affect that a raise in the minimum wage would have at UNI, it appears that student employment would be significantly affected by the change.

V. Committee Reports

A. WWW Committee – no report

B. Employee Issues Committee – no report

C. Policies and Procedures Committee – no report

D. Employee Relations Committee – Lisa Kremer

The following contributors to the P&S new employee reception in December were thanked for their donations. They include University Book and Supply, GBPAC, Theatre UNI, UNI School of Music, and Essentials.

Rainbow Florist was thanked for their donation of flowers for the “Meet the Pres” event.

E. Salary and Fringe Benefits Committee – Jason Vetter

The committee will soon begin working on salary recommendations.

VI. New Business – Carol Fletcher

There was discussion about surveying P&S employees regarding their interest in enhanced tuition reimbursement and other benefits they are interested in. It was determined that website survey would be used and a “hot topics” list would provide focus and direction. The list will then be prioritized and the results shared with P&S employees.

Doug Case made a motion, seconded by Shelley Pruess, for the “opinion poll” to be discussed at the February council meeting.

Doug Case made a motion, seconded by Robin Gurien, to table the Early Retirement proposal.

VII. Adjournment

Robin Gurien moved to adjourn the meeting, seconded by Doug Case. The meeting was adjourned at 2:16 p.m.

Respectfully Submitted,  
Sandy Law  
Human Resources