

Montana State University All Staff Council Membership

Council Member Name		P= Present E = Excused Absence	A = Absent V = Vacant		
Julie Clay, Chair	P	Beverly Garrison, Chair Elect	P	Susan Andrus, Member-at-Large	P
Kim Anderson, Governance Chair	P	VACANT, DEI Chair	V	Susie Beardsley, Prof. Dev. Chair	P
Molly Lammers, Special Events Chair	P	VACANT, DEI	V	VACANT, DEI	V
Kristin Brill, Governance	E	Madison Graff, Governance	P	Shawn Hudson, Prof. Development	P
Melissa Turney, Prof. Development	P	Mariah Stoppolecamp, Special Events	P	Danica Weitz, Special Events	A
Susan Andrus, ADA Advisory	P	VACANT, Budget Council	V	VACANT, Campus Sustainability	V
McKenna Christensen, Classroom	E	Jonathan Dove, Outreach & Engage.	P	Patrick Baciu, Parking Appeals	P
Monique Hill, PCSUW	P	Julie Brown, Personnel Bd, MUSSA	P	Kristin Blackler, Planning Council, Interim Diversity Council	P
Cori Huttinga, PAAC	P	Tara Sadera, Rec Sports & Facilities	P	Nick Child, Research Council	E
Kimberly Hilmer, Space Management	P	Stephanie Breen, TAC	P	Shawn Long, UFPB	P
VACANT, General Member	V	Tia Brown, General Member	A	John Ooley, General Member, Interim Budget Council	P
				Leslie Schroeder, Program Coordinator	P
Guests					
Ron Brekke		Jeannette Grey Gilbert			

I. Call to Order

II. Approval of 03.16.2022 meeting minutes – J. Brown motioned, Turney seconded, unanimous approval

III. Public Comment – None

IV. New Business

a. InterUnits Benefits Committee (IUBC) Update – *Jeannette Grey Gilbert, Chief Human Resources Officer*

- IUBC is responsible for all Montana University System (MUS) benefits (medical plan, retirement, etc.); March is always the rate-setting meeting; rates will remain the same; no rate increases in the past five plan years – almost unheard of; rates may increase next year
- Annual enrollment begins 4/25 and ends 5/13; find benefits information at choices.mus.edu
- Current medical elections will automatically carry over to FY23 unless you actively change them; FLEX plans require re-enrollment each year; MSU does not have a Health Savings Account (HSA) option
- For benefits questions, email msubenefits@montana.edu or call Linda Shott (Benefits Supervisor); *be nice and remain professional!*
- Changes to plan in FY23: added hearing aid coverage; reduced copay for counseling visits from \$40 down to \$25 for active employees and \$50 down to \$30 for retirees
- OCHE plan administrator has wellness focus; Employee Assistance Program (EAP) offers up to 6 free counselling visits
- Retirement plan is healthy; committee looking to add Roth IRA option; most MUS employees do not participate in MUS supplemental retirement plans (403B, 457) – only 7 employees under age 30 across entire MUS participate – committee wants to increase participation, even if it is just \$10 per paycheck

b. Staff Compensation Plan Update – *Jeannette Grey Gilbert, Chief Human Resources Officer*

- Cost of housing and childcare are two expenses that impact MSU's ability to attract and retain staff – best way to offset this with wage increases; top priority for MSU leadership
- Bozeman campus has 1160 classified employees; of those, approximately 70% received pay increases this past year (511 salary increases averaging \$8,014/yr and 217 strategic pay increases averaging \$6,108/yr)
- Average wage in Feb 2019 was \$18.97/hr, average wage in Feb 2022 was \$23.86/hr – 26% increase in 4 years
- The zero-increase for benefits premiums is also compensation
- Longevity pay is a university benefit
- Third \$1,000 retention bonus will be paid June 1
- Annual raise will be in November (\$0.55/hr or 2%, whichever is greater)
- Last year President Cruzado made sure no MSU employee made less than \$15/hr
- Work-Life Balance: communicate with your managers, HR recognizes fatigue

V. Previous Business

- a. Proposed Operating Agreement Changes – *Kimberly Anderson, Governance Chair*
 - Changes were presented; Lammers motioned to vote separately for each proposed change and J. Brown seconded, motion passed with 18 ayes & 2 opposed
 - Article I.A: Turney motioned to decline proposed changes, Graff seconded, motion passed unanimously
 - Article I.A.i: Graff motioned to accept proposed changes, Beardsley seconded, motion passed unanimously
 - Article I.A.ii: Graff motioned to accept proposed changes, Lammers seconded, motion passed unanimously
 - Article I.C.v: Graff motioned to keep Classroom Committee and delete Personnel Board, Dove seconded, discussion around adding language about who Personnel Board is, motion passed unanimously
 - Article III.1.a: Graff motioned to accept proposed changes, Beardsley seconded, motion passed unanimously
 - Article III.2: Beardsley motioned to accept proposed changes, Graff seconded, motion passed unanimously
 - Remaining minor changes: Anderson motioned to accept proposed changes, J. Brown seconded, motion passed unanimously

VI. Announcements

- a. Annual Election Update – *Kimberly Anderson, Governance Chair*
 - Nomination period: 4/25 - 5/6; encourage nominations
- b. ASC Scholarship Update – *Molly Lammers, Special Events Chair*
 - 34 scholarship applications; 9 \$500 winners
- c. March Madness Update – *Molly Lammers, Special Events Chair*
 - 109 participants; Danica hand-scored the brackets (per advice from Legal Counsel)
 - Four winners each received \$100 worth of MSU Bookstore swag plus donated Rodeo tickets
- d. Spring Tree Tours – *Susie Beardsley, Professional Development Chair*
 - Sometime in June; check website next month for exact dates
- e. Bobcat Welcome Working Group – *Susie Beardsley, Professional Development Chair*
 - Welcome swag for new employees; talk to Susie if you are interested

- f. Yearend wrap-up, June meeting – *Susie Beardsley, Professional Development Chair, & Julie Clay, Chair*
- Come in person; breakfast will be provided

VII. MUSSA Information – *Julie Brown, MUSSA representative*

- Winter Recess proposal: send comments to Julie Brown or Beverly Garrison
- Tuition Waiver proposal: in progress
- Telework Policy proposal: in progress

VIII. Informational Items

- Service Excellence Awards Ceremony is tomorrow

IX. Meeting adjourned at 11:07 a.m.

Next meeting: May 18, 2022, from 9 – 11 a.m. in PBB 108