

Budget Council Meeting Notes

August 4, 2009

Members in attendance: Susan Brooks, Kathy Buckingham, Ramah Carle, Frank Fleming, Alan Freitag, Margo Gross, Keiffer Gaddis, Elizabeth Hardin, Sherrie High, Niki Moseley, Jay Raja, Gayle Sims, Ken Smith, Hong Vu, and Cleo Widmaier

Update on Reductions in Force (RIF's):

- As planned, communication with the 15 employees affected by the reduction in force was done on July 22. Gary Stinnett and/or Jeanne Madorin met with each SPA person and his/her supervisor and manager. Ramah Carle was involved in noticing the EPA employees. The employees were advised of their priority reemployment rights and available career transition services. Feedback indicates that even though the communications were not a positive experience, it is possible for us to do a difficult thing well.
- Participation in the three career transition workshops was somewhat limited; however, that may be explained by the fact that a number of the RIF'd pool are eligible for and working toward retirement.
- We have heard a little noise regarding possible age-related bias in the selection of employees to be RIF'd. However, when you eliminate an entire function, it is not surprising to have people who have been doing those jobs for a long time. HR performed a rigorous analysis supporting the RIF action, and Beth is confident there was no bias in identifying the positions to be eliminated.
- Four RIF'd employees with priority reemployment rights are looking for other opportunities on campus. They will be able to see more jobs posted as we work through the new budget.
- Effective August 10, the three employees who were reassigned will be in their new positions. We understand that even though communication has been good between them and their new departments, they neither anticipated nor chose the changes and may experience some emotion and anxiety relative to leaving their old jobs and going to a new position.
- We are not completely through the RIF process; the effective date of the current actions is not until August 31. We expect another wave of concern around that time, as the RIF'd employees leave campus. That date will be here before you know it, and we need to be aware and supportive to the campus community as the changes occur.

Budget Update:

- The State is now operating under the third continuation resolution, and this one is open-ended with no expiration date. However, Beth is optimistic we will have a budget by the end of this week, and the Governor has indicated she will sign it.
- Sherrie High reviewed some key points in the proposed budget, as follows:
 - A severance reserve will be established to absorb severance costs for vacation, healthcare, etc., incurred by State offices and departments. The funds must be applied for, which we will do.
 - Tuition surcharges were left in the budget, as were tuition waivers for staff members.
 - The Legislature did not include a campus-based tuition increase for 2010, but did for 2011.
 - Salary increases for all public employees are frozen for two years; however, salary adjustments for increased job responsibilities and competencies will be allowed.
 - No continuation funding is included.
 - Enrollment growth is funded for both years of the biennium.
 - \$2 million in recurring funds are provided for EPIC.
 - The employee longevity benefit was not cut, as was originally proposed in the Governor's budget proposal.
 - State retirement will be funded.
- It appears the net budget reduction will sound worse than it is for us, but a lot more work will be needed to determine our situation once the budget bill is passed by the State Assembly and signed into law by the Governor.
- We do not yet know how budget cuts will be allocated by GA and how they will affect UNC Charlotte; therefore, we are waiting for their final determination of how cuts will be handled. We do understand that the cuts will not be done across the board.
- Beth feels it is likely we will have a budget reversion again this year.