

## Staff Concerns—July 2016

**\*\*CONCERN (submitted 7/06/2016)\*\***

Could we get an update on where HR is in the process of reviewing our health insurance plans for next year.

**RESPONSE via email from Harold Nally, Director of Human Resources**

The Request For Proposal (RFP) process has just concluded. The plan is to begin soon to review the proposals with the aid of our consultant, Sibson. Once the review is completed we will begin to further examine the details with the aid of the Employee Benefits Committee and the Budget Office. Our idea is to have Sibson back on campus sometime during this process to meet with members of the Employee Benefits Committee and the Budget Office. Sibson was on campus this past February conducting informational sessions for the Employee Benefits Committee as well as members from the Budget Office.

**\*\*CONCERN (submitted 7/14/2016)\*\***

When enrolling in the sick leave bank, shouldn't an employee be notified that their enrollment was accepted and then also notified every year that they are still in the sick leave bank? How is an employee to know if they are really enrolled or not?

**RESPONSE via email from Harold Nally, Director of Human Resources:**

Employees electing to participate in the sick leave bank receive an email from the Benefits Manager notifying them of their acceptance in the Sick Leave Bank (SLB) program. Employees that made application to the SLB should expect an email sometime in late February to mid- March as to their status in the program. Employees should also know that their membership continues from year-to-year with annual reduction in sick leave unit/unless the member submits a revocation form to discontinue membership.

**\*\*CONCERN (submitted 7/21/2016)\*\***

Were faculty salaries reduced by 5 days for the 2016-2017 fiscal year?

Since this was a faculty issue and not a staff issue, Chair Niles forwarded the concern to Faculty Senate Chair Annie Adams so that they can address it as they deem appropriate.

**\*\*CONCERN (submitted 7/25/2016)\*\***

Why does there seem to be several staff on campus receiving job title changes and large salary increases? We just laid off 20 or so people, and now we're inflating the salaries of high level staff in IT, Space Science and elsewhere? How is MSU really saving any major amount of money by doing this? I work really hard and have not gotten a raise for 5+ years, yet these high level administrators are getting tens of thousands of dollars in raises? Why is this happening? I want the administration to know this is the kind of stuff that makes staff morale so low!

**RESPONSE via email from Harold Nally, Director of Human Resources in regards to a similar concern submitted 6/22/16:**

**UAR 324.03 may allow for exceptions for an employee to receive a greater than 7.5% raise under certain circumstances. In accordance with the Reassignment section of UAR 324.03 the President shall determine the salary.**

**UAR 324.03**

**Reassignment: A reassignment is the transfer of an employee from one position to another at the direction of MSU's President. The transfer may be voluntary or involuntary. A reassignment may be to a position in a higher grade, lower grade, or the same grade. Employment terms such as salary, probation, contract period, etc., shall be determined by the President.**

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