Montana State University All Staff Council Membership

<table>
<thead>
<tr>
<th>Council Member Name</th>
<th>P= Present</th>
<th>E = Excused Absence</th>
<th>A = Absent</th>
<th>V = Vacant</th>
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<tbody>
<tr>
<td>Julie Clay, Chair</td>
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<td>Beverly Garrison, Chair Elect</td>
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<td>Susan Andrus, Member-at-Large</td>
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<td>Kim Anderson, Governance Chair</td>
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<td>Shawn Hudson, Prof. Development</td>
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<td>Molly Lammers, Special Events Chair</td>
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<td>VACANT, DEI</td>
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<td>Kristin Brill, Governance</td>
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<td>Madison Graff, Governance</td>
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<td>Melissa Turney, Prof. Development</td>
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<td>Mariah Stopplecamp, Special Events</td>
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<td>Danica Weitz, Special Events</td>
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<td>Susan Andrus, ADA Advisory</td>
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<td>VACANT, Budget Council</td>
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<td>VACANT, Campus Sustainability</td>
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<td>McKenna Christensen, Classroom</td>
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<td>Jonathan Dove, Outreach &amp; Engage.</td>
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<td>VACANT, DEI</td>
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<td>Monique Hill, PCSUW</td>
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<td>Julie Brown, Personnel Bd, MUSSA</td>
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<td>Kristin Blackler, Planning Council, Interim Diversity Council</td>
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<td>Cori Huttinga, PAAC</td>
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<td>Tara Sadera, Rec Sports &amp; Facilities</td>
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<td>Nick Child, Research Council</td>
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<td>Kimberly Hilmer, Space Management</td>
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<td>Stephanie Breen, TAC</td>
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<td>Shawn Long, UFPB</td>
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<td>VACANT, General Member</td>
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<td>Tia Brown, General Member</td>
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<td>John Ooley, General Member, Interim Budget Council</td>
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<td>Leslie Schroeder, Program Coordinator</td>
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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
     o Article I.A: Turney motioned to decline proposed changes, Graff seconded, motion passed unanimously
     o Article I.A.i: Graff motioned to accept proposed changes, Beardsley seconded, motion passed unanimously
     o Article I.A.ii: Graff motioned to accept proposed changes, Lammers seconded, motion passed unanimously
     o 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
     o Article III.1.a: Graff motioned to accept proposed changes, Beardsley seconded, motion passed unanimously
     o Article III.2: Beardsley motioned to accept proposed changes, Graff seconded, motion passed unanimously
     o 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*
   a. Winter Recess proposal: send comments to Julie Brown or Beverly Garrison
   b. Tuition Waiver proposal: in progress
   c. Telework Policy proposal: in progress

VIII. **Informational Items**
   a. 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