



**BUDGET
PRESENTATION
2009-2010**



Proposal #1

Staff Council requests merit and base rate increase adjustments be approved for support staff in the maximum amount available based on current economic conditions.



Rationale

- Increased costs of standard living expenses
 - Substantially higher energy costs

13% increase in utilities

- Increased costs of health insurance premiums

14.7% increase in BC/BS+HRI

for employee plus spouse

- Increased cost of food

Up 5.8% from 2007

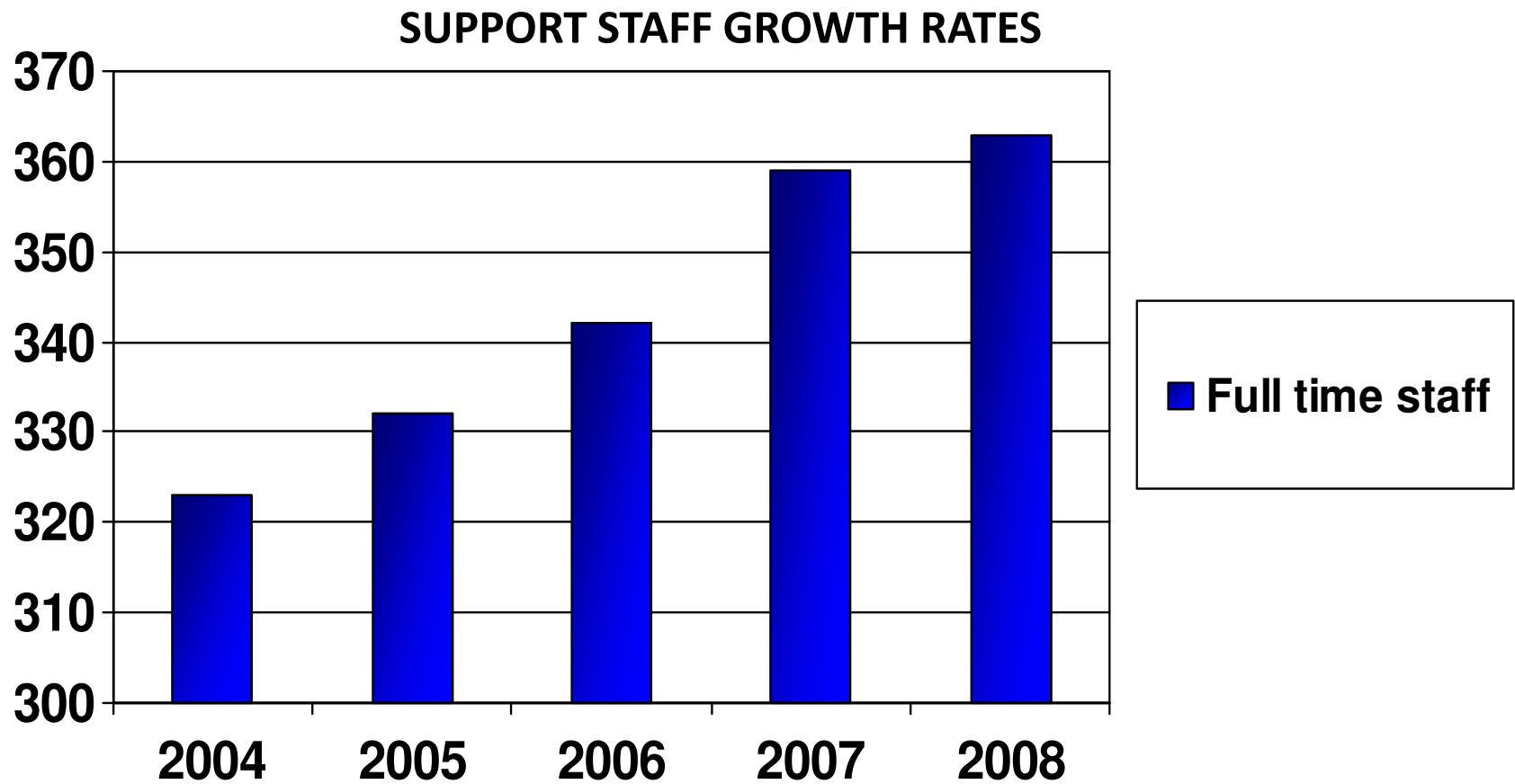


Benefit to USI

- To retain seasoned employees
- To increase employee motivation for involvement and enhance job satisfaction
- To remain competitive with employers within the area even as minimum wage increased by almost 12% on 7/24/08 and 11% on 7/24/09



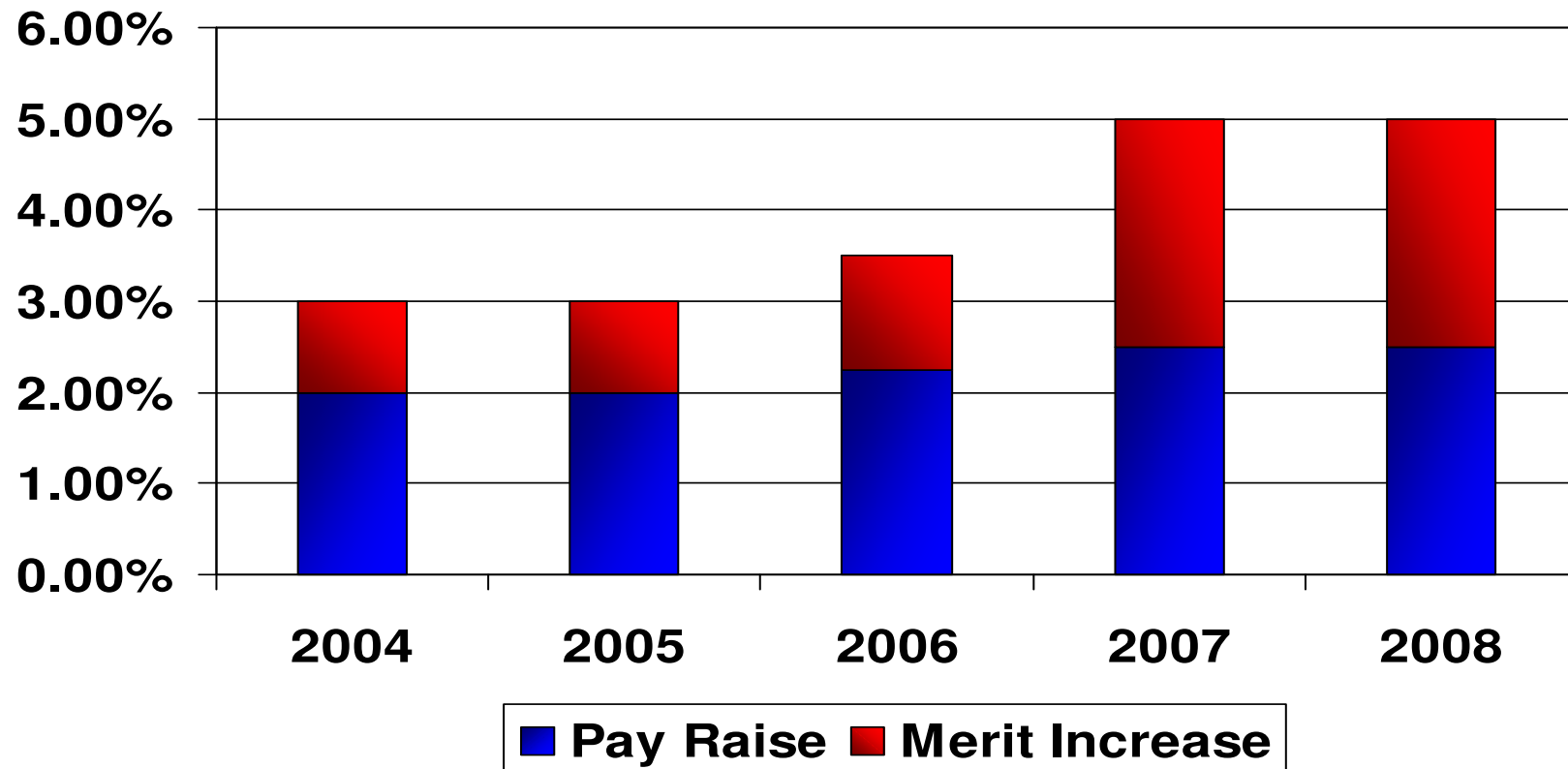
Support for Proposal #1





Support for Proposal #1

PAY RAISES WITH MERIT





Proposal #1 Costs

- Staff Council would like to propose the Budget Committee consider providing a 3% increase across the board with a 1% merit increase for support staff.
- The total annual salary base for benefits eligible support staff as of 1/22/09 was approximately \$8,366,122.
- Cost of a 4% increase at current staffing levels including open positions are as follows:

3% across the board	\$ 255,101
1% merit increase	\$ 85,033
Total fiscal impact approximately	\$ 340,134



Proposal #2

Staff Council would like to re-submit a request offering employee-paid short-term disability insurance. Employees covered under the present long-term disability policy have no insurance coverage available during the first six months of disability.



Rationale

- Human Resources is already researching available affordable insurance.
- There is no cost to the University to contribute or share in the purchase of any additional disability insurance. The employee will pay the full cost for the short-term disability insurance premium. Cost to the University is limited to administration.



Benefit to USI

A survey completed by the Benefits Review Committee indicated that employees were most interested in short-term disability insurance. This coverage would be a good hiring incentive for new employees.



Proposal #3

Staff Council would like to propose that USI become a tobacco-free campus.



Rationale

- Rule of staying 30 feet from buildings not being adhered to
- Other Indiana Universities are moving to a tobacco-free campus
- Poll of Support Staff for a tobacco-free campus
 - Yes (100) No (43) Undecided (11)



Benefit to USI

- Allows for a healthier campus environment
- Promotes a cleaner campus
- Health insurance costs could possibly decrease

Staff Council

