



**BUDGET  
PRESENTATION  
2008-2009**



## 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
- Increased costs of health insurance premiums



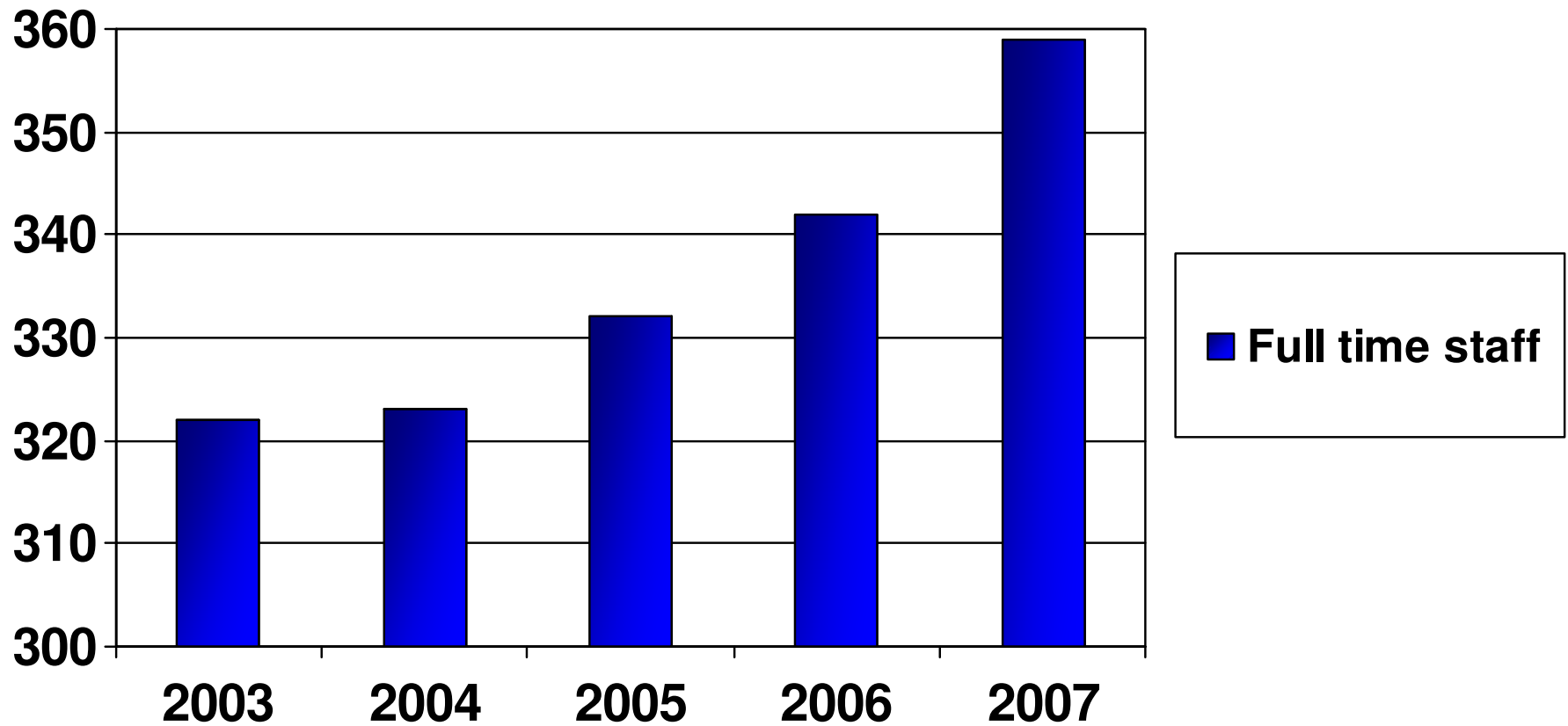
## Benefit to USI

- 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 increases by almost 12% on 7/1/08 and 11% on 7/1/09



# Support for Proposal #1

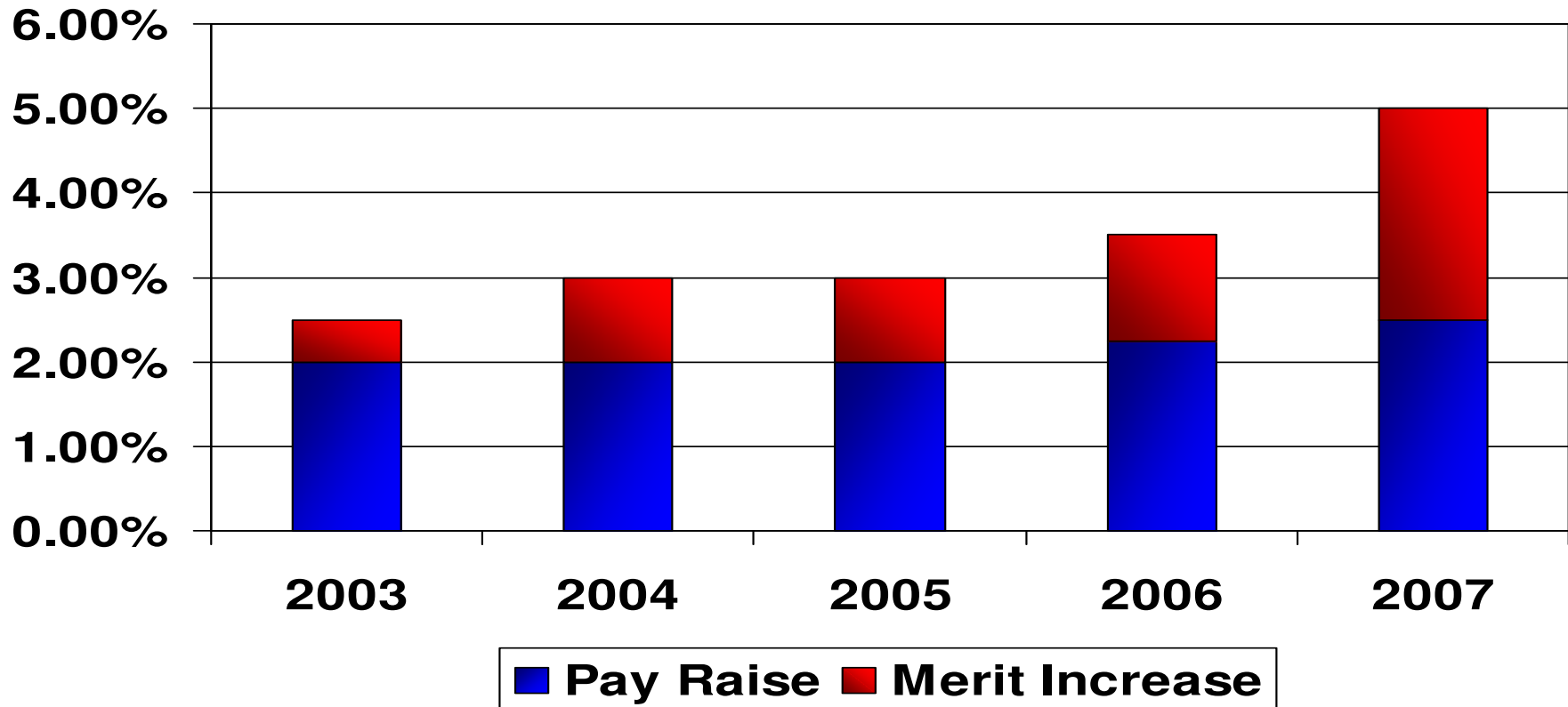
SUPPORT STAFF GROWTH RATES





# Support for Proposal #1

## PAY RAISES WITH MERIT





# Proposal #1 Costs

- Staff Council would like to propose the Budget Committee consider providing a 4% increase across the board with a 1% merit increase for support staff.
- The total annual salary base for benefits eligible support staff as of 1/1/08 was approximately \$8,199,800.
- Cost of a 5% increase at current staffing levels including open positions are as follows:

4% across the board	\$ 327,992
1% merit increase	\$ 81,998
Total fiscal impact approximately	\$ 409,990



## 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. Cost to the University is limited to administration.
- There is no cost to the University to contribute or share in the purchase of any additional disability insurance. The only cost is to the employee who will pay the full cost for the short-term disability insurance premium.



## Benefit to USI

A survey completed by the Benefits Review Committee indicated that employees were most interested in vision insurance and secondly in short-term disability insurance.

- Vision insurance has been available to employees since January 1, 2006.



## Proposal #3

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



# Rationale

- Current mechanism is not working
- Other Indiana Universities are moving to a tobacco-free campus



## Benefit to USI

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

**Staff Council**

