



THE UNIVERSITY OF VERMONT
STAFF COUNCIL

TO: Suresh Garimella, President
Patricia Prelock, Provost and Senior Vice President
Richard Cate, Vice President for Finance and Administration
Gary Derr, Vice President for Operations & Public Safety

FROM: Staff Council Compensation, Benefits and Budget Committee
Staff Council Executive Board

CC: Caleb Gilbert, Staff Council President
Laura Clayton, Staff Council Vice President

RE: FY22 Non-Represented Staff Compensation Recommendation

DATE: December 16, 2020

The Staff Council Executive Board and the Compensation, Benefits and Budget Committee recognizes the structural budget constraints under which the University is operating—and while the current pandemic is exacerbating the University’s financial position, it is not the root cause of it. We acknowledge that UVM leadership is attempting to navigate these difficult realities to move us closer to solvency while maintaining our collective mission to provide an excellent education for students.

We respectfully present the following recommendations for non-represented staff in fiscal year 2022:

- Restoration of pre-reduction pay for all non-represented staff.
- Implementation of the following increase, aimed at improving income equality, particularly for marginalized groups and those classified as “low income”:
 - **0 - \$73,300: 2.0%**¹
- A bonus proportional to each employee’s annual assessment and length of dedicated service, allocated to each non-represented staff member through the annual performance review process.
- Reinstatement of accrued leave time availability.
- Inclusion of representatives from Staff Council in the budgeting process to provide representation, expertise, and alternatives for accomplishing budgetary goals, while emphasizing impact awareness for the entire UVM community of students, staff and faculty.
- Open communication and transparency from UVM administration and leadership.

Following the elimination of staff positions in recent years, staff members are increasingly working in diminished departments, and the reductions in recent months have taken an additional toll. Still, staff at all hierarchical levels continue to demonstrate their commitment and dedication by utilizing their creativity, expertise, and flexibility to work effectively under changing conditions. UVM Staff continue to exhibit professionalism and dedication, despite these challenging times. We ask that UVM leadership acknowledge this with appropriate, commensurate compensation. We stand united in our goal of creating equity and recognizing the exceptional contributions of staff, and we reaffirm

that the FY21 reductions for non-represented staff are counter to this goal.

We believe our recommendations will:

- Restore staff members' faith and trust in administration.
- Recognize the considerable contributions offered by staff members at all levels of classification and compensation, across administrative and academic units.
- Demonstrate that staff are valued UVM community members who are integral to student success.
- Address increases in the cost-of-living (both within the UVM benefits structure and in the world at large) that have an especially tangible impact on lower paid staff members.
- Improve UVM's abilities to compete and to flourish as a community.

We look forward to working collaboratively to cultivate and maintain a campus community in which all members can thrive and make meaningful contributions to the University's important work, and in which staff members receive recognition for performing an essential and integral role in that work.

We respectfully request a written reply to this letter.

Thank you for your time and consideration of our recommendation.

¹ Based on Burlington's Community & Economic Development Office (CEDO)'s 2019 [Housing & Urban Development \(HUD\) household income limits](#). Households of four (4) living in Chittenden County (as most UVM personnel do) earning less than \$73,300 are classified as Low Income.