



**MINUTES**

September 30, 2015, 9:00 a.m.

WVU-Parkersburg

**ATTENDANCE:**

Lindsay Silbernagel	Bridge Valley Community and Technical College
Amy Pitzer	Concord University
Pamela Shrader	Eastern Community and Technical College
Sherry Mitchell	Fairmont State University
Bethany Perry	Mountwest Community and Technical College
Lori Midkiff	New River Community and Technical College
Beverly Jones	Pierpont Community and Technical College
Ken Harbaugh	Shepherd University
Karen Martin	West Virginia Higher Education Policy Commission
Belinda Evans	West Virginia School of Osteopathic Medicine
Robin Tabor	West Virginia State University
Barbara Boyd	WVU-Institute of Technology
Connie Blevins-Bailey	Glenville State College
Bob Wise	West Liberty State University
Michelle Nabers	WVU-Parkersburg
Paul Martinelli	West Virginia University
Verne Britton	West Virginia Network for Educational Telecomputing
Melanie Baker	West Virginia Northern Community and Technical College
Carol Hurula	Marshall University

**EXCUSED:**

VACANT	Blue Ridge Community and Technical College
Angie Kerns	Council for Community and Technical College Education
Renee Anderson	Potomac State College
VACANT	WVU Robert C. Byrd Health Sciences Center
Louis Belt	Bluefield State College
Teri Wells	Southern WV Community and Technical College

**GUESTS:**

Bob Long	Retired ACCE member
Scott Bowman	WVUP
Sue Kelly	PEIA

Chair Amy Pitzer called the meeting to order at 9:00 am.

**Introductions/Guests**

Scott Bowman Classified Staff Chair welcomed the group.  
ACCE members introduced themselves

A Quorum was established.



Ms. Midkiff apologized for not having the August meeting minutes out to the group. She explained we are missing some minutes and will find those, put them together and get them out to the group prior to the next meeting. Chair Pitzer emphasized the importance of having all minutes.

Sherry Mitchell introduced Sue Kelly, a retired employee from Fairmont State and presented information regarding PEIA. She distributed a list of legislators as well as several items regarding rate changes and list of public hearings that will be held around the state.

There are 9 to 11 members on the PEIA board. Public employees have 2 representatives: Elaine Harris and Josh Sword. Most votes go 7-2. PEIA does not vote in our favor. They run on a fiscal year is 7/1/2015-6/20/2016. The board gathers data and receives guidance from the government in August and September. The board meets in October to decide how to deal with the \$90 million shortfall. In November, they hold public hearings. In December, the board meets again to vote on the benefit cuts for the year. She reminded the group there were \$30 million cuts this year (2016). There is no funding coming to PEIA from the legislature. PEIA must balance the budget by law.

Fiscal years 13-14, 14-15, 15-16, and 16-17, PEIA did not receive any funding from the legislature. The PEIA reserve money was used balance the budget. That funding has run out. PEIA must have 15% of the plan's funding in the reserve fund. Therefore, there will not be any help this year from the reserve fund. We have 3,632 additional participants to cover. The PEIA board has to figure in 6% inflation rate for health care every year, which = 60 million dollars alone.

Likely cuts for the upcoming year

- \$40 million in medical benefit cuts
- \$26.6 million in prescription benefit cuts
- \$4.2 million increase for retiree premiums
- \$21 million in retiree benefit cuts (Medicare age 62 and non-Medicare age 55 (same as actives)). There is nothing in code saying retired state workers have to be covered with insurance, but they can raise the premiums.

Since 2016 is an election year, in order to get re-elected, it is likely money for a raise will be found \$50 million, meaning around \$500/person currently employed. This will likely put employees into a higher tax bracket, therefore paying more for premiums. The Legislators need to make sure the raise will help employees, not hurt them. Ms. Kelly then reviewed some possible numbers in regards to the benefit cuts and deductible increases.

Ms. Kelly suggested the Legislature should apply the \$50 million raise to PEIA instead, reducing the amount needed to balance the budget to \$40 million. Premiums cannot be raised due to the 80/20 rule. We never want the 80/20 law to change! The state employees should not have to pay the majority of health care costs as this is one of our benefits.

Ms. Kelly stressed that as state employees need to take action, attend PEIA open hearings in large numbers and pressure your legislators to attend the open hearings. This would be only a



first step. Our group does not have enough votes to stop any voting on this year. This a major concern for constituents, and we need photographic information to share with our legislatures. As employees, we need to come up with solutions on how to fund this when talking with legislators.

It is the legislature's responsibility to take care of its constituents. We need to make sure our employees are registered to vote. Ms. Kelley urged everyone to talk to representatives, attend meetings to show how important this is to their constituents. Ms. Kelley answered questions from the group.

Chair Pitzer thanked Ms. Kelley for her presentation today to ACCE.

#### Committee Reports

- A. Benefits-Ms. Sherry Mitchell-will report next month.
- B. Communications/Presentation Committee-Mr. Verne Britton-is behind. Have a plan to get back on track. Ms. Lori Midkiff will send the committee list with emails out to ACCE members. Chair Pitzer also emphasized we need to get the website up to date for the upcoming legislative session. Ms. Mitchell shared the idea of having each committee decide what they want to have on their committee page. There are several members willing to assist getting the website updated. Chair Pitzer asked everyone to review the website, make suggestions via the listserv and provide a solution. October 14-comments are due to the listserv. Ms. Belinda Evans suggested we share business cards with each other at the next meeting.
- C. Legislative-Chair Pitzer reported the subcommittee met last night. There was discussion concerning the next two interims to be covered by ACCE members. It is very important to represent our group prior to this Legislative session. We need to have people to cover the upcoming interims. Chair Pitzer asked for committee member to let her know if you would like to go. She reminded everyone we need to use heartstring stories. It breaks it down for them to understand. Please send your stories to Chair Pitzer. We also need to tell the positive stories as well.

Ms. Lindsay Silbernagel attended the second day of the September interim. She attended the Educational committee meeting. She was in contact with Senator Sypolt. Ms. Sibernagel wanted to touch base with senators she previously worked with. Mr. Ken Harbaugh reiterated the need to be in contact with your representative. The committee entertained questions.

The group requested to have ACCE business cards set up. Chair Pitzer collected information to be put on the cards.

- D. Special Events/Retreat Committee-Ms. Beverly Jones/Ms. Lori Midkiff- will report next month. There was a request to add Stonewall Resort to the list to contact.
- E. Student/Employee Advocacy Committee-Ms. Carol Hurula-Information will be sent to



the committee for further discussion.

Update from VCHR Patricia Clay-Chair Pitzer received an email from Ms. Clay stating she would not be able to join us today for our meeting. She will send the group a list of updates she was going to provide today.

- A. Updates with Mercer/Market Study/Communications
- B. 26 pay challenges/updates from auditor's office/WV OASIS

Chair Pitzer introduced the new representative for the Higher Education Policy Commission Karen Martine and welcomed her to the group.

Mr. Bob Long reported at last month's meeting Ms. Mitchell reported Fairmont State could not fund a new salary schedule without any explanation or documentation. He said other colleges may make that claim in the future. As in individual ACCE representatives, you need to seek responses from your institution and request data regarding this response.

With SB 439 decentralizing class and compensation, it is up to us and staff council to work in concert for the support of classified employees. Mr. Long listed some items to request:

1. What initiatives have they recommended to fund the salary schedule and address the needs for classified employees? Have they completed a market study completed to update the schedule by a reputable company?
2. Have they assessed each category and how that relates to one another? Do you know where they are at the market?
3. ACCE supported an initiative to increase entry level of the paygrades from 6 to 23. We as a group elected to forgo increases to increase salaries of new employees coming into the system. What that made up was a training ground for employees. Raising the entry level salaries would help with this problem. Presidents asked for correspondence to support this particular action.
4. Has the board or president completed the expansion of the 2001 salary schedule to include 15 years of service? How many have/have not?
5. Legislature approved Higher Ed to float bonds, they expired in 2012. In SB 330, the bill recommended providing future salary increases when tuition increased.
6. Request any letters of support for SB 330 and SB 430 from the presidents and board of governors.
7. The HEPC generates a salary report from each institution. Go back and get the 2012 data, then get 2013, 2014 by three classes of employees. This data will tell you if increases were given, but not the information is not transparent. This will help determine relevant market equity. You can track President's information as well.

There was also a discussion regarding merit raises as well. The salary schedule needs to be brought current before merit raises are issued.

The Charleston Gazette reported in the September 21 that West Virginia is the 9<sup>th</sup> poorest state. Mr. Harbaugh recommended ACCE representative get census data for your counties as well as poverty and data rates. This information will be beneficial to you in your comparisons. The two highest counties house the two largest universities. The market is being suppressed by our 2001 salary wages. Southern WV Community and Technical College and Glenville State College are not fully funded.



There is nothing in state code preventing institutions to give raises at any time.

OASIS Update- Ms. Bethany Perry.

- She attended the training session on travel, but not e-travel.
- The system is getting ready for wave 2 starting November 14 for December implementation.
- Glen Gainer gave a presentation about OASIS and what came out of the legislative audit. He recorded the presentation to make sure the message was the same. Mr. Gainer reviewed spreadsheets, in 2020, 2023 glitches in the pay system will pay out more. In the month of December, when pay is decreased, PEIA will be billing at 24 pays, but getting paid 26 pay amount.
- Your pay will become a rolling year and the W-2 will be a little odd.

Mr. Long asked if there are any development with class and compensation. Chair Amy was contacted by Ms. Clay to serve on a communication committee. There was a meeting three days later with a rep from Mercer, communication representatives from the Commission and Council offices, Mr. Matt Turner, Ms. Trish Clay, Chancellor Paul Hill in Charleston. The group discussed getting a website set up between now and December when Mercer reports to LOCEA so the information would be available. There was much discussion of what needed to be included on the website, who would maintain it, and how quick it would be implemented. There was no faculty or non-classified represented on the committee. The group mainly discussed communication issues. We need to monitor transparency, making sure it exists through this process. 545 grievances happened the last time because there was not transparency. People need to know how this system will work. At the end of the meeting, it was determined the website is to be hosted on the commission website. There will be a communication plan written, submitted to Chancellor Hill for approval, and then implemented. ACCE needs to make sure we receive updates from the Vice Chancellor of Human Resources.

ACCE Listserv-Chair Pitzer reported the Executive Committee met and recommended only current ACCE members should be on the listserv. She reiterated this is a private listserv and it is not to be shared without permission.

Annual Presentation to HEPC/CCTCE-Chair Pitzer reported the Higher Education Policy Commission only meets four times a year now, and their last meeting will be held in November. We will be presenting to the Community and Technical College System in December. Everyone was encouraged to attend these meetings.

- A. November 20-HEPC (10-15 minutes presentation at Bluefield State College)
- B. December 10, CCTCE (15 minutes with 5-10 minutes for Q&A)

We need to determine what our presentation will be. Chair Pitzer opened the floor to get input for our message. What do they need to know, do, and support?

- Excited about RFP/Mercer working on project and looking forward to seeing the results of the survey.
- Thank them for including staff on this committee.
- Expect transparency throughout this process and with communication.
- Talk about the unfunded mandate issue.



- Equity between all employee groups to make wise policy decisions.
- We hope they are appreciative that we give students great customer service.
- Highlight a classified staff person, submit a bio.
- Would like to see the Policy Commission crack down on institutions that are not doing proper evaluation reviews. Especially for merit increases.
- Need to point out with the increase in the minimum wage; colleges need to take this into consideration.
- Need to have a livable wage.
- Maybe use some of ACF's points.
- Make reference to a small pay raise hurts more than it helps, especially with the increases over the next 2 years.
- Seek willingness of the agency and commission to work with us to ensure legislative approval of the market study.
- Willingness of the commission to work with ACCE, ACF and presidents on a unity agenda for the 2016 session.
- Encourage to defer capital construction in light of the fact of college are flat or going downhill in enrollment, transfer funds to employee rebuilding.
- Short term goals for HEPC-assuming market study approved, develop salary policy to implement. Need to know their timeline for developing the salary policy. If the start date is July 1, 2016
- What is the lowest level anyone can get paid on the new market schedule?
- Request they write a new policy dealing with the performance of the presidents.
- If you think of other things, please send them to Chair Pitzer.

Appointment of compensation, planning and review committee members-will be on hold until the next meeting.

#### Campus Concerns/Announcements

- If you receive a parking tickets, please report to office 1209 to get the ticket dismissed.
- Ms. Robin Tabor thanked everyone for advice she received recently. She was able to fill every position on classified staff council filled and had first meeting with president this Monday, travel budget increased for ACCE and is considering tuition waivers.

#### Upcoming Meetings

- A. Legislative Interims, October 18-19
- B. ACCE Meeting at Fairmont State University, October 27
- C. ACCE Meeting at New River CTC Raleigh County Campus, Beaver, November 19
- D. HEPC Meeting at Bluefield State College, November 20

#### Adjourn

Ms. Beverly Jones moved to adjourn; Ms. Melanie Baker seconded the motion. The meeting ended at 3:08.