

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:

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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