

## Did You Know...

From the *State of North Carolina Compensation and Benefits Report 2003*, prepared for the General Assembly by the Office of State Personnel.

The current average salary for SPA state employees is \$33,536; salaries range from \$16,957 to \$167,958.

If all the employees who are eligible actually retire, the state would face serious challenges in competitive recruitment, given the disparity between state salaries and salaries in the private sector for certain occupations.

Stagnant salaries and a shrinking workforce with increasing workloads, along with an increase in numbers of employees reaching retirement level, are contributing to a recent increase in retirements.

In North Carolina, employer contribution on behalf of employees to the Teachers and State Employees Retirement System has dropped from 5.33 percent to a current level of 0 percent. According to a national survey published by Workplace Eco-

nomics Inc., state governments' contributions as a percentage of payrolls range as high as 16.59 percent.

Annual salary increases for state employees were less than the average market movement in four of the last five years. Over this five-year period, cumulative salary increases trailed projected average market increases by 9.4 percent. Compensation for state employees has not kept pace with the consumer price index.

In a comparison of benefits in North Carolina (with other Southeastern states), North Carolina ranks below the average for employees with two or fewer years service; for employees with 15 or more years service, North Carolina exceeds the average accrual rate.

North Carolina is below all of the Southeastern states in granting of sick leave (12 days per year).

The State Health Plan no longer is considered an attractive benefit to employees. North Carolina is the only Southeastern state that fails to offer HMO coverage or other health care options for its employees. Forty-four percent of employees reported that they could not afford the state

health plan rates for family coverage. Additional premium increases will increase the percentage of state employees who cannot afford family coverage and will restrict the state's ability to market the health insurance plan as a benefit to prospective employees.

"The current economic conditions affecting state government give scant assurance that pay and benefits improvements are likely; however, the State must consider all feasible options that enhance the recruitment and retention of employees across all occupational groups. Legislative support for pay options and funding for competency-based pay systems will clearly move North Carolina closer to its goal as an employer of choice while maintaining a commitment to cost-effective systems for managing its investment in human capital."

The entire report with charts may be viewed by visiting the Web site at [www.osp.state.nc.us](http://www.osp.state.nc.us), clicking on **Products and Services**, clicking on **Reports and Plans**, and clicking on **Comp and Benefits Report to General Assembly 2003**.

## CSAC Representatives 2003-04

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### Human Resources Liaison

Lauri Hollingsworth

**CSAC** was formed three years ago to address the concerns of UNCA employees in a constructive manner, hear universitywide suggestions on making UNCA a better place to work, and submit recommendations to the Chancellor. For CSAC to make a difference, we need your input. What issues would you like to have CSAC address? Tell us what is working well for you as a staff member and what is not. Please be specific. Comments will be summarized and published in a future newsletter. Please include your name (it will not be published) so that we may contact you for clarification, if necessary. Please send your comments to Lydia Gossett, CSAC President, CPO #1422.

# Chancellor's Staff Advisory Committee

(Newsletter continued from other side)

## New Faces in Housekeeping

You may not see them, but they are on the job nightly, working hard to keep UNCA looking great. Often the cleaning staff is unnoticed until something goes wrong. So take time throughout the year to let these folks know how much we appreciate them!

The Housekeeping Department has several new team members who work on third shift:

- **Marvin Kilpatrick** joined UNCA in April as floor maintenance assistant. He grew up in the Skyland area and enjoys NASCAR racing.
- **John Moore** joined the UNCA team in May as a housekeeper in Owen Hall. He is a lifelong resident of Fairview. Along with church activities, John enjoys gardening, fishing, hunting, and spending time in the mountains. He and his wife have eight children.
- **Sarah Underwood** came to UNCA from Western Carolina University in July and works in the new Reuter Center. An eighth-generation native of Haywood County, she says she's "39 going on 17" and loves Dolly Parton and "weird movies" like Monty Python films. She has a degree in music from WCU and takes drama classes at UNCA.
- **Diane Ward** came to UNCA in August. Married with two children, two stepchildren and 13 grandchildren, Diane has lived in Buncombe and Haywood counties all her life. She enjoys church activities, fishing, camping, reading, and being with family and friends.

## CSAC Scholarship Helps Students

The CSAC scholarship has raised more than \$11,000 to help currently enrolled students complete their educations. Part of this money is being allocated to endow the scholarship, and when the fund reaches \$10,000, it will start drawing interest that will be used for scholarships.

Last spring's yard sale in the Zageir parking deck raised \$2,600, half of which went toward the CSAC scholarship and half to staff development. Thanks to everyone who made the yard sale a success.

The most recent winners of the scholarship are Liz Harp (Biology) and Andrew Smith (Music). Previous winners are majors in various academic departments, including:

- Psychology – 1
- Mass Communication – 1
- Biology – 3
- Multimedia Arts & Sciences – 1
- Accounting – 1
- Computer Science – 3
- Atmospheric Sciences – 1
- Management – 1
- Literature – 1
- History – 1
- Music – 1

If you would like to help, we ask for a \$5 donation once a semester. Some people give each month by payroll deduction. You can get more details at the CSAC Web page ([www.unca.edu/csac](http://www.unca.edu/csac)). To contribute, please send a check (payable to UNC Asheville) to:

Phyllis Davis  
309 Owen Hall, CPO #1890

## Distinguished Staff Member of the Year

Do you know a staff member who constantly goes beyond his or her job description? How about the person the campus depends on when there is a tough job to do? And what about the person who has saved your bacon more often than you care to admit? Please take a moment to nominate your choice for Distinguished Staff

## Employee Assistance Network

The Employee Assistance Network is one of your UNCA benefits. It offers free initial counseling for you or a member of your immediate family. You may receive up to five sessions with a licensed clinical professional for the following concerns:

- Stress
- Tension
- Family
- Alcohol/Drugs
- Depression
- Financial Pressures
- Sleep Difficulties
- Other Areas

Your employer, UNC Asheville, has prepaid the cost of the initial evaluation and sessions. If further counseling is recommended, the costs are your responsibility. Confidentiality is vital. Your employer will not know that you have requested assistance without your permission. No records related to counseling will be placed in your personnel file, nor will promotion or transfer opportunities be affected if you use the program.

The Employee Assistance Network is open Monday–Friday, 8 a.m.–5 p.m., and evenings by appointment. Call the Asheville office at 828/252-5725.



Member of the Year. The Chancellor will personally hand the winner a check for \$1,000.

To get a nomination form, visit the CSAC Web site ([www.unca.edu/csac](http://www.unca.edu/csac)) or call Mike Honeycutt at ext. 6453.

The deadline for nominations is October 31.