

# Campus Culture and Trust

MPCTA Report 9/27/17

## District Communications with Public on website

- ▶ “Indisputable facts” are in fact disputable: Interpretation of past budget numbers (Actual vs Budgeted) and total compensation (District has offered no comparable data) are disputable.
- ▶ District representation of MPCTA’s negotiation actions are misleading
- ▶ “Initially, MPCTA did not have a counter-proposal but it presented one upon the College’s request. Upon examination, the College learned that it was an identical copy of MPCTA’s June 28th proposal. The reissuance of MPCTA’s prior proposal is troubling, in that the lack of movement on any term indicates an unwillingness to compromise or bargain.” (MPC website)
- ▶ This style and method of communication are not conducive to building trust

## Data:

- ▶ The denominator the District used was 270—included ONLY active employees rather than everyone who is funded (Early Retirees and Post 65). That number is over 400—about 405 on average.
- ▶ The District use a numerator that included premiums paid by Post 65 retirees; this is improper because their contribution is not a benefit provided by District
- ▶ The REAL cost and benefit is the total REAL expense minus the Post 65 premiums (\$644,576 in 15-16)
- ▶ In 15-16 total expenses:  $\$6,246,812 - \$644,576 = \$5,602,236$
- ▶ The denominator must include all members (monthly range of 399-410; 405 as mean)
- ▶ Divide  $\$5,602,236$  by 405 to get per member benefit:  $\$15,424$  in 15-16
- ▶ The data for 16-17 is incomplete (only through April; when we have end of year actuals we can update) for last year
- ▶ The District increased funding rate by 10% in 17-18 but we don't know yet if that is warranted by ACTUAL costs yet.

# Objective Presentation of Data

## SECTION I: EXECUTIVE SUMMARY Funding Recap



Plan Year	Estimated Funded	Actual Plan Expenditure	Surplus / Deficit
2012-2013	\$6,402,665	\$6,270,956	\$131,709
2013-2014	\$5,996,858	\$6,170,788	(\$173,930)
2014-2015	\$6,015,314	\$6,216,925	(\$201,610)
2015-2016	\$6,019,323	\$6,246,812	(\$227,489)
2016-2017 (7/1/16 - 2/28/2017)	\$4,501,493	\$4,758,218	(\$256,724)
<b>Total</b>			<b>(\$471,320)</b>

\*\* Total expenditures reflect the total claims and fixed costs, less stop loss reimbursements and pharmacy rebates and are the same as the plan year end amounts from the P&C report for that year.

Note: Slight variance from P&C reporting due to retiree funding and enrollments. P&C enrollment counts and funding are aggregated, totals above reflect retiree tiered enrollment and rates. A retiree true up is done at the end of the year.

- Total plan expenditures for the first 8 months of the current Plan Year are \$4,758,218.
- Annualized estimate = \$7,137,327

- ▶ Shows Funding Level; actual expenditures and Surplus/Deficit
- ▶ The District emphasizes four years of Deficit in Health Plan
- ▶ But Actual Expenses are stable over four years at 6.2 million

## Budget Assumptions

- ▶ Board presentation implied that spending on faculty increases
- ▶ Despite 2% from mediated settlement, actual spending declines due to retirements and new hires lower on schedule

## **MPC 2017-18 BUDGET ASSUMPTIONS (Tentative Budget)**

- MPC apportionment at ~\$40M
- Assumes COLA 1.58%
- Assumes base increase of ~\$800,000
- Other Post Employment Benefits Annual Required Contribution
- Assumes an increase to both PERS/STRS rate increase
- Assumes status quo or reduced budgets with the exception of fixed cost increases, and salary raises due to advancement via the cost of step and column increases and 2% salary increases
- Assumes a 5% increase in self-insurance - compensation
- Unrestricted and Restricted budgets are balanced
- Minimum 10% Reserve General Fund Balance per Governing Board Policy 6210.

## Summary

- ▶ No substantive discussion in negotiations over these data
- ▶ Data is complex and should be acknowledged as such
- ▶ Work as partners to get good data
- ▶ Communicate accurately and objectively
- ▶ Include faculty and staff at early point in vision setting and key decisions
- ▶ Be willing to ask questions
- ▶ Don't perceive Faculty participation at Board meetings as confrontational and show respect by listening and fact seeking



GOVERNING BOARD POLICIES

The Board will annually develop a calendar of conferences and meetings that are consistent with the needs of its members and the District, budget funds for attendance, and plan attendance early in the fiscal year.

The Board recognizes that retreat meetings are valuable to plan and schedule the Board's annual evaluation, develop Board goals for the year, and to enhance the working relationship of the Board as a governing body. The Board Chair may see that a retreat schedule is developed.

The Board also recognizes that study sessions with staff, faculty, and members of the public are a useful way to examine new developments and/or critical issues. Successful implementation of new developments and/or the resolution of issues are assured with the "buy-in" and added insights of participatory decision-making.

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**Reference:** ACCJC Accreditation Standard IV.C.9

**Formerly Governing Board Policy 1008 – Governing Board Orientation and Development**

**Adopted:** August 22, 2000

**Revised and Adopted:** June 22, 2010

**Revised, Renumbered, and Adopted:** September 28, 2016



Sept. 27, 2017

## ITEMS FOR BOARD ATTENTION:

### 1. POSTING OF BOARD AGENDA

The board meeting agenda is posted online, but it is difficult to figure out how to find the documents that will be addressed at the meeting. Thus, new items and proposed changes to Board policies seem to spring up from nowhere. Clear directions for access are needed in order for the public to read documents in advance of the meeting.

This is a detail that would benefit from your attention.

### 2. COMMUNICATING WITH COLLEGE PERSONNEL AND STUDENTS

Please note the following announcement sent out by the Provost at CSUMB:

Dear Colleagues,

This semester there will be 4 opportunities for you to attend Open Hours with the Provost. This is your chance to stop by and discuss topics of interest directly with me. There will be no structured program. The first Open Hours has been scheduled for Wednesday, September 27th, from 3-5PM in the Otter Express. email invites will also go out a week before future Open Hour events with locations.

Bonnie

*Bonnie D. Irwin*

Provost and Vice President for Academic Affairs  
California State University, Monterey Bay  
Seaside, CA 93955-8001

At MPC, in the GOVERNING BOARD POLICIES, Chapter 2 calls for "study sessions with college staff, faculty, and members of the public," resulting in **participatory decision-making**. (See Chapter 2, attached.) Such study sessions could take place here in Open Hours similar to those described above.

If the Provost at CSU can do it, we can do it, too.

This is an item that would benefit you and our college.



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