Information and Responses from the Staff Senate “Top 10” Survey

Several items discussed at the Staff Senate open forum have been addressed at UNCG through current policy, procedure or practice. These are listed and explained below.

- **Active shooter**
  The Office of Emergency Management strives to provide a safe, disaster resilient university through a comprehensive, all-hazards emergency management program. For more information about UNCG’s Active Shooter Training:
  [http://emg.uncg.edu/active_shooter/](http://emg.uncg.edu/active_shooter/)

- **Provide Veterans Day Holiday**
  Veterans Day is observed during Winter Break on UNCG campus. This is North Carolina Human Resources Act. Article 1

  § 126-4. Powers and duties of State Human Resources Commission. Subject to the approval of the Governor, the State Human Resources Commission shall establish policies and rules governing each of the following:
  (5) Hours and days of work, holidays, vacation, sick leave, and other matters pertaining to the conditions of employment. The legal public holidays established by the Commission as paid holidays for State employees shall include Martin Luther King, Jr.’s Birthday and Veterans Day. The Commission shall not provide for more than 12 paid holidays per year, with three paid holidays being given for Christmas.
  [http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_126.html](http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/ByChapter/Chapter_126.html)

- **Give us all of winter break, rather than making us take vacation while university is closed.**
  The current OSHR handbook designates what can be used and when. UNCG is exploring what we can do to help support our staff. Need to work on this and link with Veterans Day comment. Include GA policy on vacation time.
• **Sick bank**
  One request to the staff senate was about creating a sick leave bank to assist our fellow employees. We envisioned employees in various circumstances who might be in need and be reluctant to ask for help.

  Upon consultation with HR, we learned that the NC OSHR Voluntary Shared leave policy prohibits creating a shared leave bank for unnamed individuals.[1]

  Discussion on this topic with HR explored how employee leave is used and how the system works. We explored what options might be available and HR has agreed to notify the staff senate when a critical needs case occurs. Upon receipt of this notification, staff senate will let the staff know a new need exists and anyone who chooses to donate can do so.


• **Evaluate access to university resources/vehicles when in On-call status/mandatory**
  The current OSHR handbook designates what can be used and when. UNCG is exploring what we can do to help support our staff.

• **Pedestrian safety - particularly intersection of Walker and Aycock as well as Spring Garden**
  Pedestrian safety is of the utmost importance to Parking Operations and Campus Access Management. In order to address our most dangerous areas, the University works with the City of Greensboro to identify and propose solutions where the University interacts with city-owned streets. The intersection of Walker and Aycock has been an ongoing challenge, with both UNCG Transportation Master Plans identifying the area as needing attention. UNCG has addressed many issues with this intersection already, but the largest change will be coming within the next year. The current Greensboro Metropolitan Planning Organization (MPO) report identifies this intersection as an area that the city should improve:

  *USEPA notes that in late April 2015, the City of Greensboro DOT was involved in an FHWA Pedestrian Safety Assessment—Safer People, Safer Streets Initiative. The collaborative safety assessment of the heavily-used Aycock and Walker St. intersection was a highly beneficial opportunity for a variety of state and federal partners to share*
knowledge in developing solutions to improve pedestrian and bicyclist safety.

The city plans to begin work late this calendar year (2016) to further improve pedestrian safety at this intersection and along the Aycock corridor.


Greensboro Urban Area Metropolitan Planning Organization main site:
http://www.guampo.org/

- Various concerns about buses on campus - unsafe driving, would like to see drivers more aware of what’s going on around them, concerns about staying in lanes, blocking crosswalks, concerns about being seen by the driver, etc.

Concerns for pedestrian safety.
Specific incidents of dangerous driving involving busses should always be reported so Parking Operations and Campus Access Management (POCAM) can investigate. Each UNCG bus is equipped with a camera and sensors designed to detect the most frequent forms of unsafe driving, and POCAM takes unsafe behavior very seriously.

Universities are complex and challenging transportation environments, and POCAM actively partners with stakeholders within the University to help keep pedestrians safe. This year, POCAM worked with UNCG Police and the Student Government Association to promote “Watch for Me NC,” a statewide pedestrian and bicycle safety initiative. This program discusses not only the responsibilities of motorists, but the responsibilities that pedestrians and bicyclists have in keeping our community safe. The “Watch for Me NC” website is an excellent resource on this topic. If Staff Senate has any other suggestions regarding bus safety, we would love to partner to develop solutions for our campus.

http://watchformenc.org/safetyresources/

- Retirees - discount on parking
Retirees at UNCG may receive complimentary parking on campus as long as they are not actively employed. Per UNCG’s parking rules and regulations:

Sec. 7. RETIREES: Upon application by a University staff or faculty retiree, the Administrative Officer or designate shall cause to be issued a serially numbered parking
permit on a yearly basis indicating that the holder thereof is a retiree of the University. Parking permits so issued shall have the letter designation “R” and shall be valid only in parking areas, lots, or spaces designated for “A”, “E.” Retirees must purchase a temporary “A” parking permit during periods of employment after retirement.

- **Parking pass flexibility - for those who only drive a couple of days a week**
  Flexibility is important when it comes to parking, and UNCG’s POCAM offers multimodal access to campus. These options include sustainable transportation, park and ride, surface lots, deck parking, and metered parking for short-term visits.

In addition to these options, commuter students and employees whose primary mode of transportation is a bicycle may purchase temporary parking permits to use when they occasionally need to drive a motorized vehicle to campus if the driver does not already have a parking permit.

  - $1 per day for Park & Ride daily scratch off permit
  - $5 per day for A or C lot daily scratch off permit

For staff that choose to drive and use traditional parking options, a standard "A" permit is a very competitive and affordable option. At $25.91 a month, an “A” permit is more affordable than using hourly deck parking if you work more than three full business days per month.

POCAM is currently considering a permit rate study to explore additional options regarding parking on campus while balancing flexibility and pricing.

- **Graduated parking fees based on salary**
  While this concept is not new within the parking community, the implementation of this model often introduces undesired consequences for staff. The intent of graduated parking fees is understandable from a social perspective, but in reality graduated fees are often used to influence parking demand - not lower parking costs.

For example, UNC Chapel Hill implemented graduated parking fees and has the following parking environment today:
The price floor for permits remains high, while employees making above $25,000 experience cost increases. A high base is still needed due to demand shifts created by introducing these artificial price controls. (for UNC Chapel Hill’s pricing, see their pricing sheet: http://move.unc.edu/files/2015/07/employeepermitfees.pdf).

This happens because if demand rises due to enrollment/program increases, prices must rise to produce more parking options. If demand falls due to an increase in alternate transportation use (ex. permits become too expensive in their new bands), prices still rise to compensate for permit revenue shortfalls (ie. parking still has to pay for the lots and decks the University owns).

Coupled with shifting parking demand and incentives, departments at UNC Chapel Hill receive a limited number of permits. This quota system is managed on a departmental level, meaning that not everyone can make their own choice about parking on campus.

A full time staff member was needed to manage these parking price controls. Every time a position changes or an employee joins the University, calculations and adjustments must be performed to enforce the banded pricing structure. Because parking is a self-funded operation, this additional expense is paid for by permit and parking fees.

It is POCAM’s goal to keep parking as affordable as possible, while allowing staff to make their own choices about how they access campus. We will consider all options when we conduct our next rate study to see how these kinds of changes would affect UNCG.

- **Specified parking lot for people working off campus who come to campus for meetings**
  In many ways, POCAM already provides this service through our multimodal, open access methodology.

For departments that have a business need to temporarily visit locations on campus, an employee service permit can be requested. These permits are for departmental use and are valid for up to two hours at service areas, spaces designated for service vehicles,
regular permit spaces, or at Walker Ave. deck. Meters located near academic buildings may be used for up to thirty minutes with a service permit, and meters near administrative space may be used for up to two hours. Please note that service permits do not replace a standard permit - service permits must be used in conjunction with a valid, UNCG issued permit and are not valid with "RA" permits.

When looking at alternatives (ex. creating more dedicated lots for specific groups), POCAM takes extreme care to avoid principal-agent problems among campus constituencies. For an example of what we must consider:

- If UNCG created more parking specifically for staff visits, where would it be located?
- Due to UNCG’s existing use of space, any new parking would need be located near the edge of campus; does this remove the intent of requesting the dedicated visiting space?
- Which edge of campus would be selected - would a particular group of staff benefit more than others?
- If UNCG repurposed an existing lot for this, how does it affect student parking? What is the turnover for these dedicated visitor spaces vs. the use it could provide for students? Does this create issues elsewhere?
- What parking passes should be valid? Should it be pay-by-hour?

For these reasons, POCAM tends to favor our open access, multimodal methodology. As the campus changes, we continuously reassess to make sure access is as easy as possible for our students, staff, and faculty.

- **Game day parking … where do staff park when their typical lot is occupied?**
  Please refer to our parking map for alternate locations for your permit type. Our map can be found on [https://parking.uncg.edu/](https://parking.uncg.edu/) under “POCAM Resources and Forms.” If you have any questions, please do not hesitate to contact us for directions or alternate locations.