



UNM Staff Council 2020 Resolution #5

Name: Parking Resolution

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Adopted by Staff Council on September 15, 2020

1. Whereas, before COVID-19, Staff Council Parking Ad Hoc Committee conducted a Parking survey. Out of the 1004 respondents, only 18.1% of survey respondents were satisfied with parking at UNM;
2. Whereas, according to the UNM Parking and Transportation Services (PATS) website over 44,000 students, staff, and faculty come to the UNM Albuquerque campus daily, approximately 17,000 parking passes are sold for only 14,000 parking spots;
3. Whereas, UNM staff are not receiving a raise in the 2020-2021 fiscal year, UNM on-site Preventive Health Checkups for 2020 were canceled due to COVID-19 Pandemic so staff are not able to earn the \$200 UNM Medical Plan Premium Credit, and UNM staff are experiencing health plan rate increases;
4. Whereas, only 12% of survey respondents are satisfied with the cost of their parking permit;
5. Whereas, only two of UNM's 22 peer institutions use salary-based permit rates, but even those two use more than two salary brackets;
6. Whereas, tiered parking cost based on salary is inequitable for staff members. The nearly 4,500 staff and faculty who make \$50,000 - \$150,000 at UNM are required to pay the same amount for parking as the nearly 750 staff and faculty at UNM who make \$150,000 or more; to further this inequity, staff members who make \$50,000 and higher are similarly in a higher bracket for health insurance benefits;
7. Whereas, if a UNM staff member who retires after 25 years, making \$50,000 annually, and park in a "proximity" spot will have paid an average of approximately \$12,000; if that employee chooses a "structure" parking spot, they will have paid approximately \$17,400; if that employee pays for a reserved spot, they will have paid approximately \$30,000 over the lifespan of their UNM career;
8. Whereas, 16 of the 22 peer institutions publish that their parking systems are self-funded like UNM PATS, and most schools have unique revenue streams to keep costs down such as parking permit rates for evening/weekend employees, retirees, carpools, ADA passes, community and special terms; UNM PATS does not currently utilize these revenue streams, which could offset permit or operational costs;
9. Whereas, the University lacks a voice from staff or any stakeholder in regards to parking decision making, while some peer institutions have an advisory council;
10. Whereas, over 100 survey respondents listed safety as a major concern with only 55% of survey respondents reported feeling safe or extremely safe while walking from their car to their place of work, and there were dozens of reported attempted or completed motor vehicle thefts on campus in 2019 and safety is a priority for the UNM Community;
11. Whereas, staff have reported safety is a concern of crossing the street when walking from a parking spot to place of work at the intersections of University and Lomas, by University and Camino de Salud, University and Tucker, Martin Luther King and University among many others;

12. Whereas, 94.4% of the staff survey respondents park on campus between 6:00 A.M. and 9:00 A.M., making parking difficult to find in some lots;
13. Whereas, it takes 21.1% of survey respondents more than 10 minutes to walk from their parking spot to place of work;
14. Whereas, 78% of the respondents, who responded to the question asking about individual challenges that staff face in parking on campus, stated four primary challenges: finding a parking spot, high cost, safety, and/or wait list issues;
15. Whereas, the majority of UNM staff members are still paying the full amount for a monthly parking permit despite UNM encouraging staff members to primarily work remotely (due to the COVID-19 pandemic), and to prevent the loss of access to their priority parking lot, which if lost, would result in a return to the waitlist;
16. Whereas, 29.1% of the survey respondents wait 6 months or more for a parking pass for their desired lot, and only 17.9% of survey respondents are satisfied with the waitlist process. The waitlist process lacks transparency and expedience. For example, one staff member applied for a parking permit and received notice six years later; meanwhile, UNM PATS never communicated the status;
17. Whereas, parking at UNM is perceived to be difficult to find and can be costly for the university community. According to UNM Staff Council Parking survey, 50% of staff polled who don't park on campus state the reason was because it was too expensive and 23.5% said that parking availability was too inconvenient;
18. Whereas, UNM PATS has policies in place that provide advantages to staff and the community; including free unlimited-use ABQRide Bus Passes available for staff (which costs UNM PATS \$100,000); and ADA parking spaces are free to staff, faculty, and students, these existing programs need to be more widely publicized; and
19. Whereas, UNM PATS has an opportunity to partner with the university to pursue a shared cost model which could help recruit and retain staff, similar to UNM health insurance;
20. Resolved, That the UNM Staff Council requests that the UNM leadership:
 - A. Form a task force to advocate for staff; and contribute to a shared decision-making process as it relates to policies surrounding parking, transportation, and related safety issues;
 - B. Request that UNM PATS be more transparent in their communications and reporting;
 - C. Determine the feasibility of an employer-subsidized shared cost model for staff,
 - D. Review and restructure the current tiered cost approach to be more equitable; and
 - E. Assess safety measures, such as additional Securitas, crosswalks, safety for entering and exiting parking lots; in consultation with the UNM Safety Task Force.

Copies of this resolution will be sent to the UNM Board of Regents; Garnett Stokes, PhD, President of the University; Chancellor for Health Sciences and Dean of the School of Medicine; James Holloway, PhD, Provost; Assata Zerai, PhD, UNM Division for Equity and Inclusion; Dorothy T. Anderson, Vice President for Human Resources, and Barbara Morck, Director of Parking and Transportation Services.

Citations

- A. Pats.unm.edu
- B. UNM Salary Book
- C. UNM Staff Council Parking Committee Survey
- D. UNM Parking Comparisons to New Mexico institutions, Peer institutions
- E. E. HR-Newsletter UNM At Work Newsletter – July 2020 (<https://hr.unm.edu/newsletter/2020/unm-at-work-july-2020.pdf#page=2>)
- F. F. UNM Benefits Open Enrollment News: Your Medical Plans 5/1/2020 (<https://hr.unm.edu/benefits/open-enrollment-active-employees>)