Budget Review Committee
April 13, 2015

Requesting Unit: Clerical, Technical, and Service Staff Council (CTS)

Title of Request: Compensation Proposal

Brief Description:
The CTS Council proposes a base salary increase of 2% for all non-bargaining employees for FY16. In consideration of our recent equity study and approximately 50% of our constituents receiving an equity increase, our group is proposing a universal percentage increase in order to prevent internal compression from occurring at an accelerated rate.

If the university does not receive the estimated state appropriations of 1.43%, the council understands that the full 2% increase may not be feasible and would propose a base salary increase of 1.5%.

Rationale:
The proposed base salary increase would benefit individual staff members and the entire University. A 2% increase would show current and future employees the University’s commitment to staff compensation. Employees who are shown that their work is valued tend to demonstrate greater initiative and motivation which will improve employee morale. In addition, a 2% increase would strengthen recruiting and attracting high-quality candidates and ensure the University is able to retain qualified and dedicated staff.

Relationship to University Strategic Plan:

Priority II: People

Objective 1: Improve the ability of the University to attract and retain highly qualified faculty and staff by offering competitive salaries, benefits, and professional development opportunities

Budget Request:
The cost of this merit increase to the base budget would be $146,924 for a 2% increase or $110,193 for a 1.5% increase.