

Staff Senate Compensation & Benefits Committee



Presentation to the Budget Task Force
March 21, 2024

From President Crawford:

“In order to ensure Puget Sound’s total rewards offerings, support our ability to attract, hire, retain, and motivate capable and committed employees, we are launching a project to evaluate our current compensation and benefits programs, and **to establish a comprehensive total rewards philosophy that will support the University’s mission now and in the future, and position us as an employer of choice in higher education and the region.**”

Introduction to Total Rewards and Benefits Project, all campus announcement

Oct. 21, 2022

Attract

Building Specialist - Per Indeed median rate is \$19.23 - We offered minimum wage and did not get a single applicant in over two years. Our outsourced custodians cost upwards of \$25 per hour.

Plumber - Per Indeed median pay rate is \$33 - Position posted for nearly a year without a single applicant at the median rate. Our contracted plumbers make upwards of \$65 per hour.

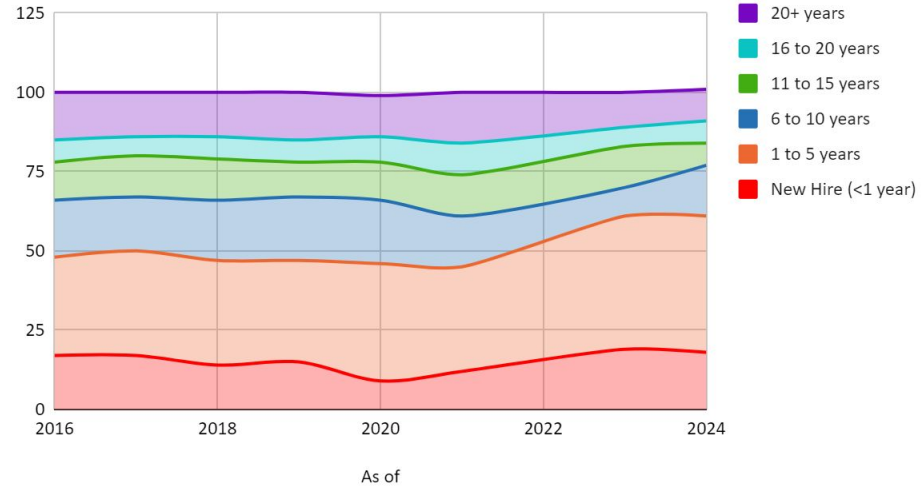
Auto Mechanic – Per Indeed median hourly is \$34 – The three applicants for the position that has been open since July 1, 2023, have all been under qualified with no experience - We are currently outsourcing all mechanic work at \$130 per hour.

The University cannot attract the talent/skill level required with the wages University of Puget Sound is offering; therefore, we must outsource, which costs considerably more than in-house staff. We are also at the mercy of the vendor/contractor's availability for urgent response, such as pipe bursts, boilers down, furnaces down, etc. This issue is campus wide and is not limited to Facilities Services Department.

Retain

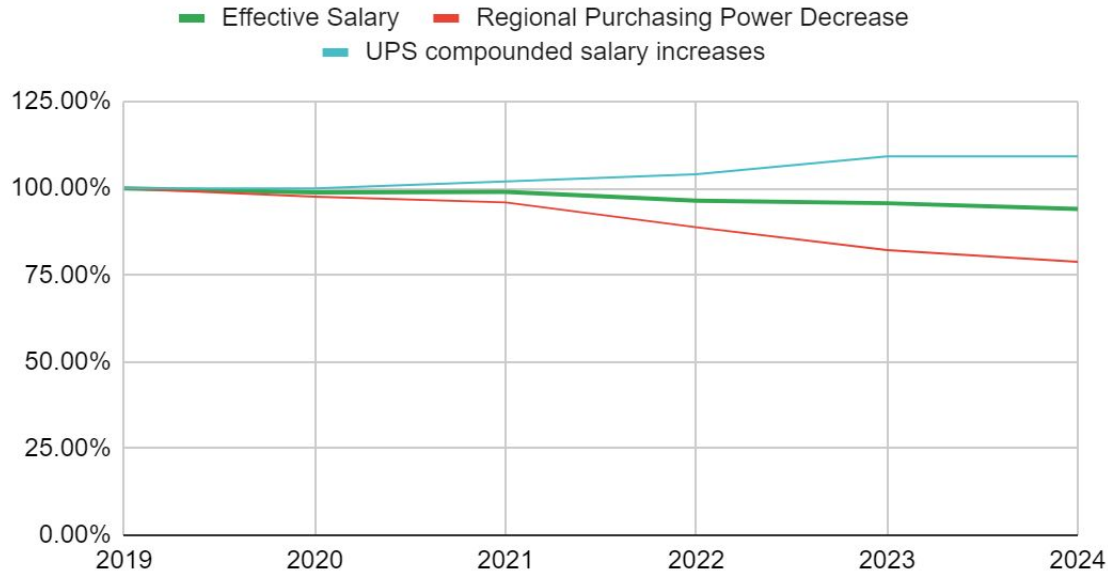
The number of staff with 6 years of service or more has decreased from 52% down to 39% since 2016. For each staff member who has left, we have lost a valued colleague, friend and institutional knowledge.

Years of Service, 2016-2024



Real Wage Loss

Real wage loss over 5 years



There have been several ‘across the board’ increases to salaries in recent years, attempting to address rising living costs. However, the inflation rates have far outpaced any cost of living adjustments. Staff who remain at the university, gaining experience and institutional knowledge, end up with effective wage losses.

It should also be noted that during the 5-year period pictured, there was also a 6% reduction in employee retirement contribution, further lowering the combined real salary and benefits.

What does real wage loss look like?

A real world example:

My hiring rate in 2016 was \$48,000.

In today's dollars (using regional CPI adjustments), that would be \$66,835. I have been fortunate to receive a market rate adjustment in addition to the university's general cost of living increases. However, with both increases together my salary is \$58,904 - an effective salary reduction of nearly \$8,000 per year.

Interested in seeing how inflation might affect prices and wages? This calculator is based on national averages, but can give a sense of how purchasing power has changed.

https://www.bls.gov/data/inflation_calculator.htm

Cost of turnover

Unemployment compensation

Advertisements for the position

Time to interview, screen and perform background checks for candidates

Pre-employment tests

Signing bonuses and relocation expenses

Time for orientation, onboarding and training of new staff

7%

\$2,016,000

Total salary pool ASK from Staff Senate

With a sliding scale distribution to give up to 10% for the lowest earners and a much lower percentage for those at the top of the scale.

Possible breakdown

We feel a plan like this will help those members of Staff who have been most impacted by our current situation

Sample proposed increases:

Salary below 40,000 : 10%

Salary 40,001 to 60,000 : 7%

Salary 60,001 to 80,000 : 5%

Salary above 80,000 : whatever % is left
