

CRC talking points
January 5, 2015

CSO: The main salary related concern is low salaries and how that impacts the livable wage of CSO staff. Additional concerns are loss of staff due to low salaries and the time it takes to train administrative assistants and office specialists (6 months minimum). Below are some specific concerns in regards to salary.

1. Comment on pay grade increases from LCSC staff member, "Since I have taken my position, the job has taken 2 jumps up in in pay grade from an I to a K, yet I'm still on the low end of the pay for the classification when I should be at least at policy since I have several years in the position. The state needs to recognize that if the pay grade increases, the wages should too."
2. Comment on livable wage concerns from LCSC staff member, "Our pay is not self-sufficient and requires state funds (welfare), a spouse with a job, a second job, or a roommate to live. Over half of LCSC employees are under 36% of the cost of living and the people above the first tier are very likely to have student debt which is not even factored into a basic family budget."

PSO: Professional staff also has concerns about turn over due to salaries. This is compounded by the fact that it is very difficult to compare PSO salaries across the state since many campus positions are combined positions (ex. Registrar/Director of Admissions). Below are some statistics on turnover in PSO for this past academic year:

1. This year we lost 20 out of 157 PSO members for a total turnover rate of 12.7%; up from 11% last year. Of those employees, 40% left to obtain employment elsewhere. According to The Society of Human Resource Management, it costs an estimated 38% of a professional employee's annual earnings to replace them, which includes costs for recruitment, training and the loss of productivity due to the disruption in workflow.

Faculty: The goal for faculty is to try to align salaries with our institutional strategic plan. Please see below for a summary of the progress to date.

1. It is the explicit stated goal of the FY 14-18 strategic plan that "all faculty and staff pay will meet or exceed the median reported from peer institutions" by FY 2018 (Goal 1, Objective 1E). The median salaries for full professors, associate professors, and assistant professors are all still around 80% of the median salaries for peer institutions (78.5%, 81.8%, and 84.9%, respectively). Instructors are actually the best off relative to their peers at 91.7%, but they are trending in the wrong direction given that that value has decreased in the last two years from 98.3%.

2. We have 16 peer institutions. LCSC full professor and assistant professor salaries are ranked 15th out of the 16 schools. Associate professor pay is ranked DEAD LAST. Instructors again are in the best shape relative to their peers and they are still only ranked 13th out of 16.

General State CEC statistics: This data is based upon October 2014 wages/salaries and is taken from the DHR FY 16 report.

1. Idaho ranked last in the seven state government comparator market. Our comparator market includes CO, MT, NM, OR, UT, WA, and WY.
2. Classified employee salaries are, on average, 19.8% below market, and policy rates are, on average, 9.5% below market. (Policy rates are the 'target' market rates)
3. The DHR recommendations on page 16 of the report include a recommendation for 3% CEC for FY16, contingent upon available funding.
4. The IBIS report shows that we currently have (as of 12.8.2014) 122 employees who are below policy for their class.