



**USI Staff Council
Proposals for 2013-2014**

Proposal:

6% Raise for support staff

Benefit to USI:

To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community and Increase the diversity of faculty, staff, and student body.

Proposal:

Increase in pay for degreed staff employees. A similar proposal was made in for the 2011-2012 and 2012-2013 budget.

Current Benefit		Proposed	
Associates	\$100 annually .05 per hour	\$400	.21 per hour
Bachelors	\$200 annually .10 per hour	\$500	.26 per hour
Masters	\$600 annually .31 per hour	\$900	.46 per hour
+30	\$300 annually .15+ .31 = .46 per hour	\$600	.31 +.46 = .77 per hour
+60	\$400 annually .21+ .31 = .52 per hour	\$700	.36 +.46 = .82 per hour
PHD	\$800 annually .41 per hour	\$1600	.82 per hour

Benefit to USI:

To retain seasoned employees, to increase employee motivation for involvement and enhance job satisfaction. Meets the following Goals of the Strategic Plan: Preserve and nurture our campus community; Increase the diversity of faculty, staff, and student body; Increase the graduation rate.

Proposal:

USI employees currently receive a fee waiver for 15 credit hours per academic year. Split among the three semesters, this allows for three courses in the fall, three courses in the spring and one course in the summer. We propose increasing the fee waiver to 18 credit hours per academic year with a cap of 9 credit hours per semester with the summer as one semester.

Benefit to USI:

Employees' currently pursuing an undergrad or graduate degree will be delayed up seven semesters for obtaining their degree at the current fee waiver limit. With the additional 3 credit

hours employees will be able to complete their undergrad or graduate degrees on average two and a half years sooner.

	15 credit hours	18 credit hours
Undergraduate Degree (124 credit hours for completion)	21 semesters for completion	14 semesters for completion
Graduate Degree (36 credit hours for completion)	6 semesters for completion	4 semesters for completion

Proposal:

Vacation Cash Out plan which allows support staff employees to sell their unused vacation hours back to the University. Participating employees must have at least five days or (37.5 hours) remain in their vacation bank at the time of the payout and can only cash out five days (37.5 hours) per year. Vacation time would be sold to participating employees at their base pay rate at the time of the payout. The payout would occur once a year with a nonfiction deadline in May and the payout occurring in July.

Example:

Employee with a vacation bank of 82 hours may sell back 37.5 hours leaving 44.5 hours in their vacation banks and would be paid in one lump sum (at the end of the fiscal year or last pay period of November.)

Benefit to USI:

This would allow employees greater flexibility in the time off and cash compensation and could be a good retention and recruitment tool.

Proposal:

The full time fee scale for USI Affiliated Families for child care at the Children’s Learning Center is based on the parent’s gross income. The scale starts at \$135 a week for two years and \$120 a week for three year olds with the parent’s gross income under \$35,000. Based on the average salary for support staff of \$23,000 we propose adding fourth tier.

Current Fee Scale

	Under \$35,000	\$35,000 to 50,000	\$50,000 to 75,000	Over \$75,000
Two Year Olds	\$135/week	\$140/week	\$150/week	\$160/week
Three to Five Year Olds	\$120/week	\$120/week	\$130/week	\$145/week

Proposed Fee Scale

	Under \$25,000	\$25,000 to \$35,000	\$35,000 to 50,000	\$50,000 to 75,000	Over \$75,000
Two Year Olds	\$100/week	\$135/week	\$140/week	\$150/week	\$160/week
Three to Five Year Olds	\$100/week	\$120/week	\$120/week	\$130/week	\$145/week
