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

Title of Request: Compensation Proposal

Brief Description:

The CTS Chair proposes a base salary increase of 3% with a minimum of $700 for all non-bargaining employees. The $700 increase will assist the lower compensated CTS constituents who earn less than $23,334 per year. The constituents receiving the $700 minimum includes approximately 35% of the group’s constituents.

Rationale:

Approximately 64% of the constituents represented by CTS are in the clerical area. Typically, these individuals are the lower compensated employees at the University. With increasing cost of gas, groceries, and health insurance expenses, this results in an increasingly adverse impact for these employees.

The proposed increase will boost employee morale and improve employee retention. Furthermore, it will show employees that the University administration is concerned with employee compensation. The proposed salary increase along with the addressed inequities from the compensation study will encourage employees to continue to make Southeast Missouri State University “The University of First Choice”.

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 $197,994.