



University
of Idaho

STAFF COMPENSATION COMMITTEE

**FY25 CHANGE IN EMPLOYEE
COMPENSATION (CEC) DRAFT
RECOMMENDATIONS**

STAFF COMPENSATION COMMITTEE

FSH 1640.81

Purpose:

- Advise the president, provost and the vice president for finance and administration on matters pertaining to staff compensation
- Be involved strategically in the university annual CEC process
- Initiate and/or respond to the study of staff compensation policies and issues
- Provide periodic reports to Staff Council and Faculty Senate on matters pertaining to staff compensation

TERMS

Change in Employee Compensation (CEC): is the salary funding increase to our general education base budget that the state legislature decides each year

Market Rates: uses average salary data to establish salary rates for individual positions

Target Annual Pay: considers the unique contributions an individual brings to a specific position. It utilizes a minimum target compa-ratio (80% or greater) with credit for education, prior equivalent experience, time in U of I service and time in U of I responsibility.

You can see your Target Annual Pay here: [VandalWeb-Employees-Employee Information-Target Annual Pay](#)

As of 29-Mar	
Current Base Salary ⓘ	Target Annual Pay
\$40,019.20	\$44,678.40 →

WHAT COMES OFF OF THE TOP

- I Increasing exempt staff's minimum salary as required by federal law
- I Faculty Promotions
- I Increasing graduate student teaching assistantships equivalent to the across-the-board staff increase

FY25 CEC DRAFT PRIORITIES

- I Priority #1** – Across-the-board (ATB) increase of at least 2% and up to 4%, if funds allow. ATB based on an employee's target annual pay.
- I Priority #2** - Increase positions to at least 81% of their target annual pay, if Priority #1 does not bring them to 81%.
- I Priority #3** – Merit pay with remaining funds after Priority #1 and Priority #2 have been met.

POINTS OF EMPHASIS

- I Advocate for staff equity, transparency, and consistency in compensation
- I Support the long-term goal of our market and target salary system to ultimately see all staff attain their calculated target annual pay
- I Inflation continues to be a burden for everyone with the Consumer Price Index increase of 3.7% over the last 12 months ending September 2023.
- I Advocating for increases in staff pay to retain valuable employees and urge leadership to adopt staff retention as a university-wide priority.

WHERE DO WE GO FROM HERE

- I Review input and finalize committee recommendations for December Staff Council vote
- I Submit committee recommendations to President Green
- I Identify ways to gain input from staff on other compensation concerns
- I Develop a prioritized list of committee projects



STAFF COMPENSATION COMMITTEE

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Michele Mattoon, Chair - Office of Sponsored Programs

Theresa Albright, Voting Member - Kimberly Research & Extension Center

Eric Anderson, Voting Member - Career Services

Lindsey Brown, Voting Member – Registrar's Office

Cretia Bunney, Voting Member – Payroll Services

Omni Francetich, Voting Member – University Communications and Marketing

Elissa Keim, Voting Member - Employee Development & Learning

Sara Moore, Voting Member – Idaho Falls Center

Kimberly Osborne, Voting Member – College of Art & Architecture

Kim Salisbury, Ex Officio/Non-Voting Member – DFA Budget and Planning

Brandi Terwilliger, Ex Officio/Non-Voting Member – Human Resources