

RESOLUTION F08-17

**APPROVAL OF COMPENSATION INCREASES
ADMINISTRATIVE STAFF**

WHEREAS, a comprehensive analysis of administrative classification duties was undertaken relying upon objective research (i.e., CUPA-HR compensation surveys); and

WHEREAS, the administrative (non-executive) staff has realized increases to their contributions toward health care costs equivalent to other employment groups; and

WHEREAS, the Board of Trustees has long been committed to strategic efforts to establish and sustain competitive administrative salaries and benefits essential to recruit and retain highly qualified professional staff while prudently managing university resources; and

WHEREAS, the President and the Vice President for Finance and Administration have reviewed all relevant data and recommend that eligible administrative staff whose salaries are below market receive an adjustment to base salaries of up to 5.0% and all others receive a non-recurring amount equivalent to 2.0% of base salaries but not less than \$500 for full time and \$250 for part time employees, effective July 1, 2017;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of Shawnee State University approves the administrative staff compensation adjustments as proposed.

(June 9, 2017)