

USA Proposal #9

ARTICLE 14

EMPLOYEE COMPENSATION – DEDICATED SERVICE RECOGNITION

SECTION 7. Dedicated Service Recognition

Delete current language and replace as follows:

Effective July 1, 2024, employees shall receive an increase to base pay at the rate of 1.75% at 10 years of service. Starting at the 15th year of service, and every 5 years thereafter, the employee will receive an increase of 3% to their base pay.

Service for the purpose of this provision shall mean benefited service in the bargaining unit.

~~Effective July 1, 2018, and expiring June 30, 2020, employees shall receive lump sum payment as described below in the first payroll of December of each fiscal year under the following terms:~~

~~a) Service for the purposes of this provision shall mean benefited service in the bargaining unit.~~

~~b) An employee who prior to November 1 of a fiscal year achieves the service described below shall receive in the year they complete that level of service the payment described below:~~

| Service | Payment |
|---------------------|---------------------|
| 15 years | \$150.00 |
| 20 years | \$200.00 |
| 25 years | \$250.00 |
| 30 years | \$300.00 |
| 35 years | \$350.00 |
| 40 years | \$400.00 |

~~c) For the payment made in the first payroll period of December 2018 only, all employees who have achieved the length of service described above shall receive the applicable bonus payment~~

Rationale

This language would bring dedicated service (formerly “longevity”) compensation to employees in line with the increase that faculty and professional staff already receive on campus. Such recognition would take place every five (5) years after the first ten (10) years, which is when employees are vested in the state retirement system. These numbers also start at the 10th year instead of the 15th year to be inclusive of the 7-step proposal.

Employees are delaying retirement more often due to financial hardships. The university benefits from these long-term employees who have institutional knowledge.

This is an incentive to retain employees who are here for good.