

USA Proposal #14

Farm Superintendent Pay Grade

Original Proposal Presented to Management 11.20.2024

Management Counter (2.26.25):

- Job Title 'Farm Superintendent' within the union re-graded from a grade 16 to a grade ~~20~~17.

USA Counter (3.26.25):

- Job Title 'Farm Superintendent' within the union be re-graded from a grade 16 to a grade ~~18~~ (20).
- Farm Superintendents be retroactively compensated to grade 18 beginning at the start of the 2024-2027 contract (July 1, 2024).
- Farm Superintendents in USA be retroactively compensated as a grade 17 from March 20, 2022 to June 30, 2024, to reflect the grade change of same title in PSU B.

Rational:

<u>Position</u>	<u>Hiring/Starting Pay</u>	<u>Max Pay/ Notes</u>
UMass Farm Superintendent	Grade 17 Step 1 = \$58,329	Grade 17 Step 14 = \$82,290
UMass CNS Greenhouse Superintendent Exempt grade 27	<u>Current 25%</u> \$63,028 Grade <u>18</u> Step 1 = <u>\$61,120</u>	Current Salary (14+ years of service) \$95,716 Grade <u>18</u> Step 14 = <u>\$86,580</u>
UMass Farm Manager Exempt Grade 27	<u>Current 25% - 50% hiring salary</u> \$63,028 - \$70,044	Position eliminated, promoted to Director (of Farms and Facilities) – direct reporting supervisor Exempt Grade 30
O.J. Noer Turf Research Facility [Farm] Superintendent *Identical position to J. Poro (Turf Research Center/Farm)	\$63, 800 (listed minimum) [Classified grade 19/20 equivalent]	University of Wisconsin (October 2023 job posting)

<p>Farm Manager UConn Plant Science Research Farm</p>	<p>2024 CT salary report - \$76,875 [Classified grade 21/22 equivalent]</p>	<p>University of Connecticut, Storrs CT (Fall 2022 Hire)</p>
<p>Horticulturalist / Farm Manager</p>	<p>\$61,677 - \$94,648</p>	<p>Washington State University (April 2024 job posting)</p>
<p>Farm Supervisor Cornell University</p>	<p>\$65,000 Hiring Salary (Verbal confirmation with recently hired Farm Supervisor)</p>	<p>Cornell University (2023 Hire)</p>
<p>Farm Manager</p>	<p>MS grade 15 - \$71,100 (Midpoint of hiring range)</p>	<p>Mississippi State University (April 2024 job posting)</p>
<ul style="list-style-type: none"> Starting pay of Farm Superintendent is approximately 20% less than those listed (\$68,000) of similar positions at other institutions (Manager/Superintendent/Supervisor used interchangeably with regard to job duties) Grade 18 more closely aligns with the only similar UMass positions and is supported by CAFE and CNS 		