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# Employee Relations Committee Presentation to the UTC Budget Committee 2008 - 2009

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Valerah Hodges - Chair

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# MISSION of the NON-EXEMPT EMPLOYEES

- The number one mission for all of us is to continue to support and retain our students.
- Support the Strategic Plan for UTC.
- Service to our students whether they are first time students or graduating students.
- To support the University in it's involvement in maintaining diversity and being involved in partnerships with downtown Chattanooga.

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# ERC ACCOMPLISHMENTS 2007 – 2008

- **Success of the sales of the UTC Cookbook.**  
The total purchase order cost to print the cookbooks was \$4,890.00, and was paid in full within the first month. Total profit sales from the cookbooks is \$7,142.27 with approximately 12 more to sell.
- **Great publicity in Chattanooga Times Free Press and the Chattanooga about our UTC cookbooks**
- **Was instrumental in working with Verizon Wireless to come on campus and enroll employees in the 19% discount for personal cell phone usage which included families as well as working with Cingular Wireless (now AT&T) and Sprint on 15% discounts.**
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- **Summer Picnics**
  - 690 attended 1st picnic – 45 Door Prizes**
  - 710 attended 2nd picnic – 45 Door Prizes**

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# ERC Accomplishments 2007-2008

- **A number of non-exempt employees served on various teams within the Strategic Planning Committee to give thoughts and ideas to the process.**
- **Held two successful luncheons during Administrative Professionals Week for department heads to honor their staff.**

## **Compensation Benefits FY 2008:**

**The total number of non-exempt employees who received increases this past year was 171**

**The total dollar amount was \$243,835.36**

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# Employee Relations Committee Goals 2008 – 2009

- ❑ **Encourage Diversity- Continue to work in this capacity with all non-exempt staff.**
- ❑ **To provide workshops and seminars for male and female non-exempt staff with monies earned through the Staff Development Fund.**
- ❑ **Continue to work toward getting the salaries of the non-exempt staff to 100% of market value.**

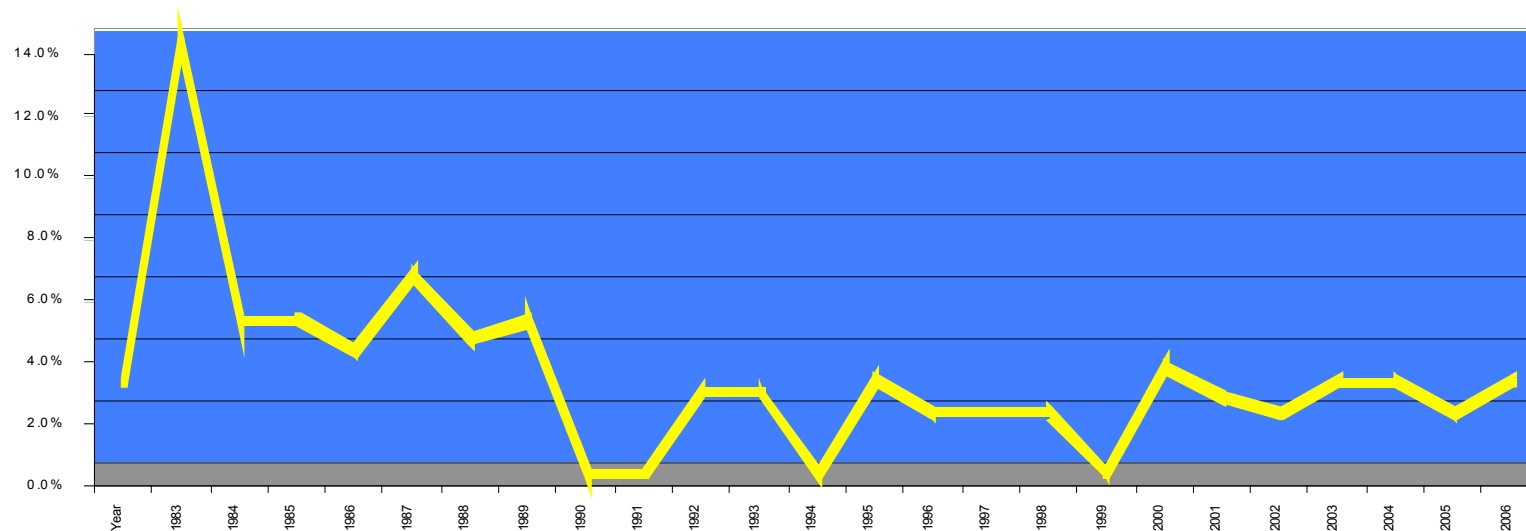
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# Employee Relations Committee Goals 2008 – 2009

- **Represent ERC Concerns at System Level:**
  - **Continue to request :**
    - **Mobility Within Grade Level**
    - **More Equality in:**
      - **Leave**
      - **Dependent Fee Waivers**
      - **Retirement Programs**

# Employee Relations Committee Goals – Continued - 2008 – 2009

## Non Exempt Avg Salary Increase



- The average non exempt salary increase has not kept up with the cost of living increase

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# Employee Relations Committee

## Goals – Continued - 2008 – 2009

### More Equitable Pay for Non-Exempt Staff:

Average % Market Value 86.5%

- 361 Non Exempt Employees
  - 57 Above 100% of Market Value : 15%
  - 82 Between 90% – 100% of Market Value : 23%
  - 96 Between 80% – 90% of Market Value : 27%
  - 83 Between 70% – 80% of Market Value : 23%
  - 43 Below 70% of Market Value : 12%
- 222 UTC non exempt employees below 90%

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# ERC Goal for Compensation

## **Non-Exempt Staff Salaries to 100% 2008-2010**

- **Cost to bring average salary to 90% market value \$339,794.05**
- **Cost to bring salary up to 95% Market value \$904,506.22**
- **Cost to bring average salary to 100% market value \$1,469,218**

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# Employee Relations Committee

- **Thanks to:**

**Chancellor Roger Brown**

**Vice Chancellor Brown**

**Associate Vice Chancellor Debbie Parker**

**and Dan Webb and his Personnel staff**

*For their continuing support of the non-exempt  
employees on UTC's campus*