

## Professional and Scientific Council Salary and Fringe Benefits Committee 2021-2022 Year End Report

**Committee Membership:** Kristy Leen (Co-Chair) and Matt Gordon (Co-Chair). Other members were Bruce Bowler, Todd Parson, Heidi Patterson, and Nick Petersen.

**Salary Increase Recommendation:** In April the co-chairs of the Committee along with the President of the P & S committee meet with President Nook and VP for Finance and Operations, Michael Hager. The committee members presented the letter asking, respectfully, with the average of CPI-U and COLA (averaging at 7.2%) taking into account the past 10 years average salary increase of 2.4%, we recommend an increase of 4.8% for the staff across the board. We arrived at 4.8% because it is the middle ground of the two percentages mentioned.

**Workload Survey Report:** In response to the Salary and Benefits survey that was done last year, the committee also commissioned a Workload survey to gauge the level of work/life balance issues that were facing the P&S community. In short, the survey found out that there are pockets of the P&S community that are facing issues where attrition is creating heavy workloads. In some other areas, we have noticed that upper management is not allowing some staff to work from home, even though the middle management approved it. These issues continue to be areas of concern.