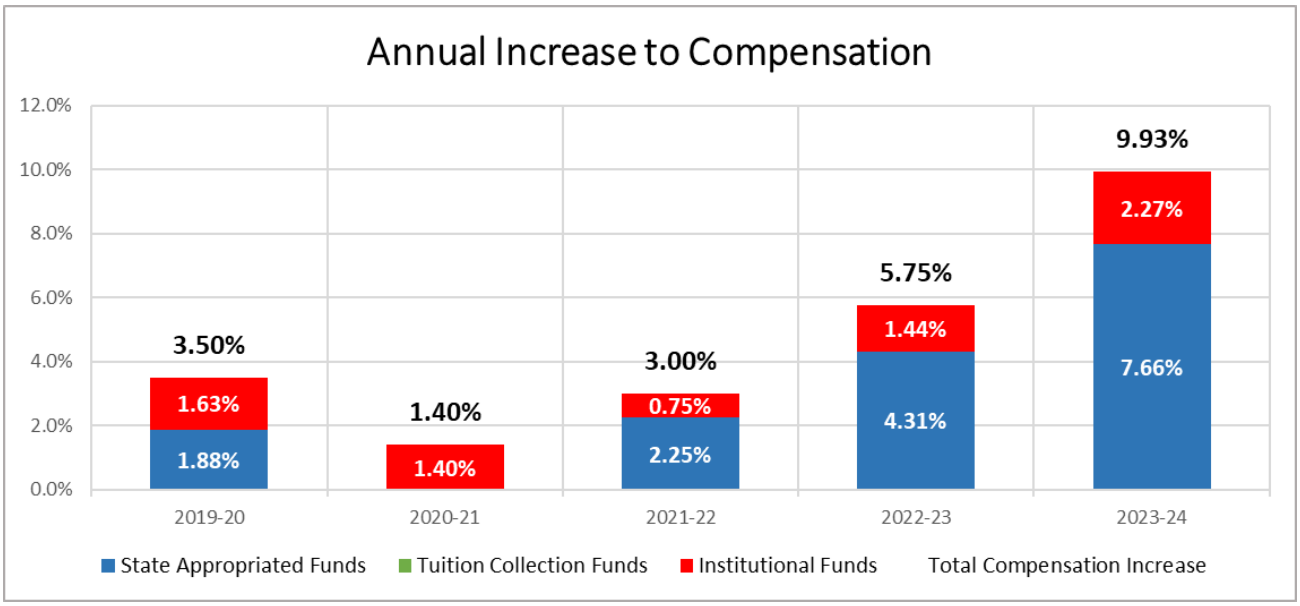
FY 2024 APPROVED UNIVERSITY E&G BUDGET OVERVIEW

Campus Forum – April 24, 2023

THE YEAR OF COMPENSATION



1) **8.75% compensation** adjustment appropriated by the Utah Legislature (July 1st eff. / 15th payroll)

2) **State funding at 87.5%** - covered half the University standard match requirement (Ongoing)
(Usually a 75/25% match requirement – aided the University due to tuition/fee freeze)

3) **Administration decision to distribute as follows**
   a) Discussion well informed based on **Faculty Senate and Staff Association** committee work
   b) **6.5% COLA** across the board cost of living adjustment (based on March 31st payroll base)
   c) Departments with split funding responsible to cover the non-E&G salary portion
   d) **$2,500 flat salary increase** for all benefit eligible employees (.75 FTE and above)
   e) Contract employees less than .75 FTE will receive a prorated amount based on %FTE
   f) Positions partially or fully funded by E&G funds, the full $2,500 will be covered by E&G
   g) Positions funded through **grants, auxiliary operations, lab fees, or other soft dollars** increases based on funding available in accordance with the requirements of funding sources.

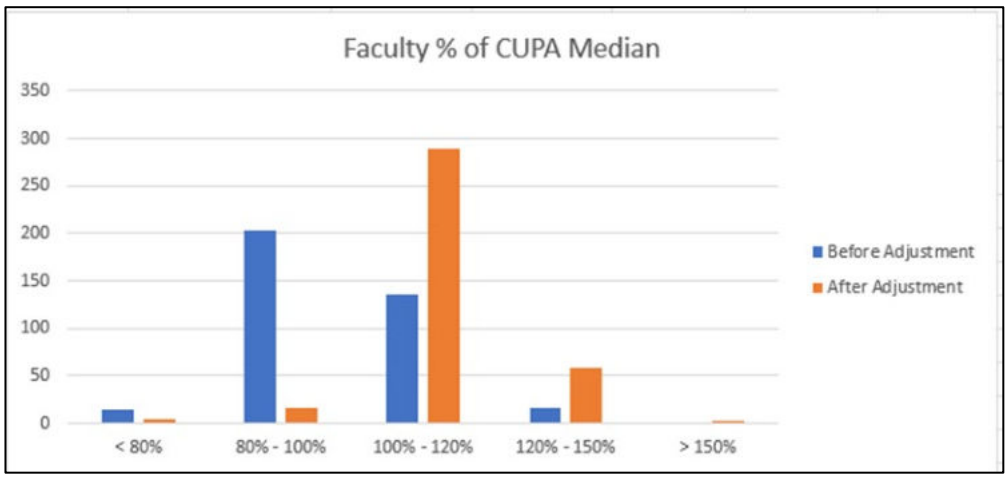
4) **Impact of Combined COLA and Flat amount**
   a) **Lower-salary positions** receive a **higher percentage increase** to their base salary
   b) **Effort to aid** employees in lower benchmarked positions
   c) Adjust salaries to help the University be more **competitive in recruiting/hiring**

COLA Rate	6.50%									
Flat Amount	$ 2,500									
Salary	$ 30,000	$ 40,000	$ 50,000	$ 60,000	$ 70,000	$ 80,000	$ 90,000	$ 100,000	$ 110,000	$ 120,000
COLA	$ 1,950	$ 2,600	$ 3,250	$ 3,900	$ 4,550	$ 5,200	$ 5,850	$ 6,500	$ 7,150	$ 7,800
Flat Rate (1.0 FTE)	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ 2,500
Total Increase (1.0 FTE)	$ 4,450	$ 5,100	$ 5,750	$ 6,400	$ 7,050	$ 7,700	$ 8,350	$ 9,000	$ 9,650	$ 10,300
Percent Change (1.0 FTE)	14.83%	12.75%	11.50%	10.67%	10.07%	9.63%	9.28%	9.00%	8.77%	8.58%

d) **Tipping point** is $111,100 (approximately 1,000 of 1,100 employees below this amount)

5) Additional Faculty Compensation Adjustments

a) University appropriated **$1.0 million in additional funding to address compensation** issues for faculty and staff.
b) **50% allocated to faculty** positions ($500,000 including the benefit costs)
c) Academic Affairs and **Faculty Senate Comp Committee** provided analysis and a recommendation to address market and compression issues throughout academic departments.
   i) Last year moved average of all faculty salaries to **92% of CUPA median**
   ii) $500K in additional funds will move the average to **98% of CUPA median**
   iii) Total combined adjustments on July 1st will move Average % of **CUPA median to 111.82%**



**This shows some faculty members below 100% of CUPA Median, but this is based on current salary (April 2023) amounts and the Budget Office must still make some adjustments for rank advancement, sabbatical changes, and some other manual adjustments. After adjustments there should not be any returning faculty members below 104% of CUPA Median.*

6) Additional Staff Compensation Adjustments

a) **50% allocated to staff** positions ($500,000 including the benefit costs)
b) The **Staff Compensation Committee** in conjunction with the Department of Human Resources provided **analysis and recommendations to address market and compression issues** through the University staff through the following three steps.

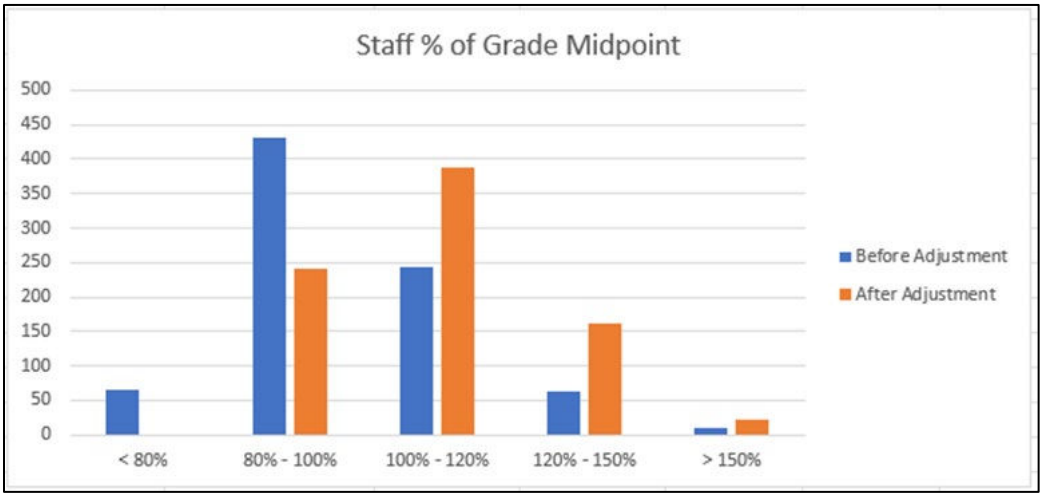
   i) Step 1: a) move every staff member to their **grade minimum,** and b) move all staff members at **grade 15 or lower to at least 92.5%** of the grade midpoint based on the new staff grade

levels. (Approximately $176,000 including benefits)

ii) Step 2: Move staff members to the **quartile minimum for their grade level** based on years in their current position - not years at the institution. (**Helps address compression issues** and move employees through their range where needed). (Approx. $54,000 including benefits)

iii) Step 3: Allocate funding to the **divisions** to address **merit, market, and retention issues**. Allow Vice Presidents to address salary issues not otherwise addressed in prior steps.

c) **The aggregate results** of the percentage COLA, flat amount, and adjustments from steps 1 and 2 outlined below.



d) Total combined adjustments on July 1st will move Average % of Grade Midpoint to 110.75%

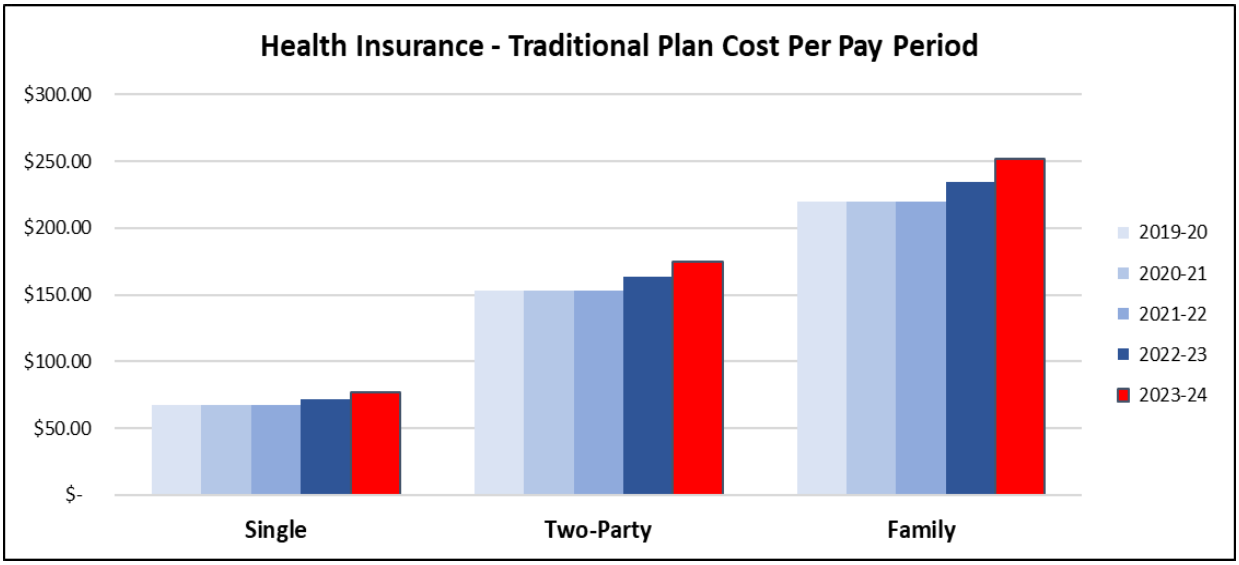
7) Health Insurance - 7.2% increase – July 1st

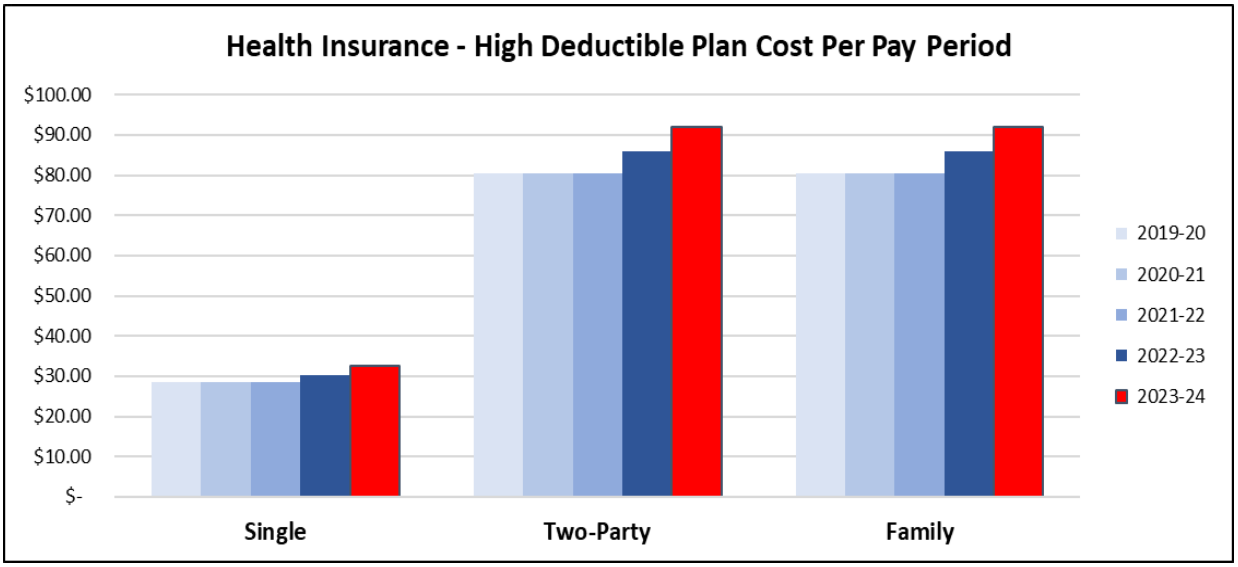
a) Flat compensation increase helps offset the health insurance premium increase

Traditional Plan – Employee Premium Increase			
	Per pay period	**Monthly**	**Annual**
Single	$5.15	$10.30	$123.60
Two-Party	$11.75	$23.50	$282.00
Family	$16.90	$33.80	$405.60
University Cost - Single			$6,553
University Cost – Two-Party			$14,742
University Cost – Family			$21,138

High Deductible Plan – Employee Premium Increase			
	Per pay period	**Monthly**	**Annual***
Single	$2.15	$4.30	$51.60
Two-Party	$6.15	$12.30	$147.60
Family	$6.15	$12.30	$147.60
**75% of premium increase deposited into employee HSA account*			
University Cost - Single			$6,553
University Cost – Two-Party			$18,989
University Cost – Family			$18.989

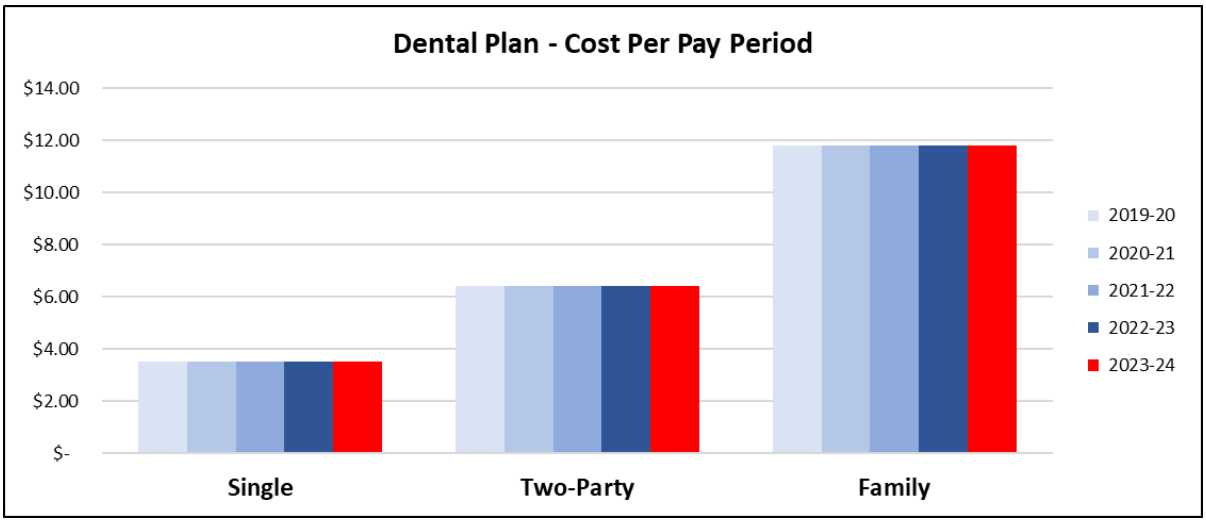
8) Five Year Premium Trends



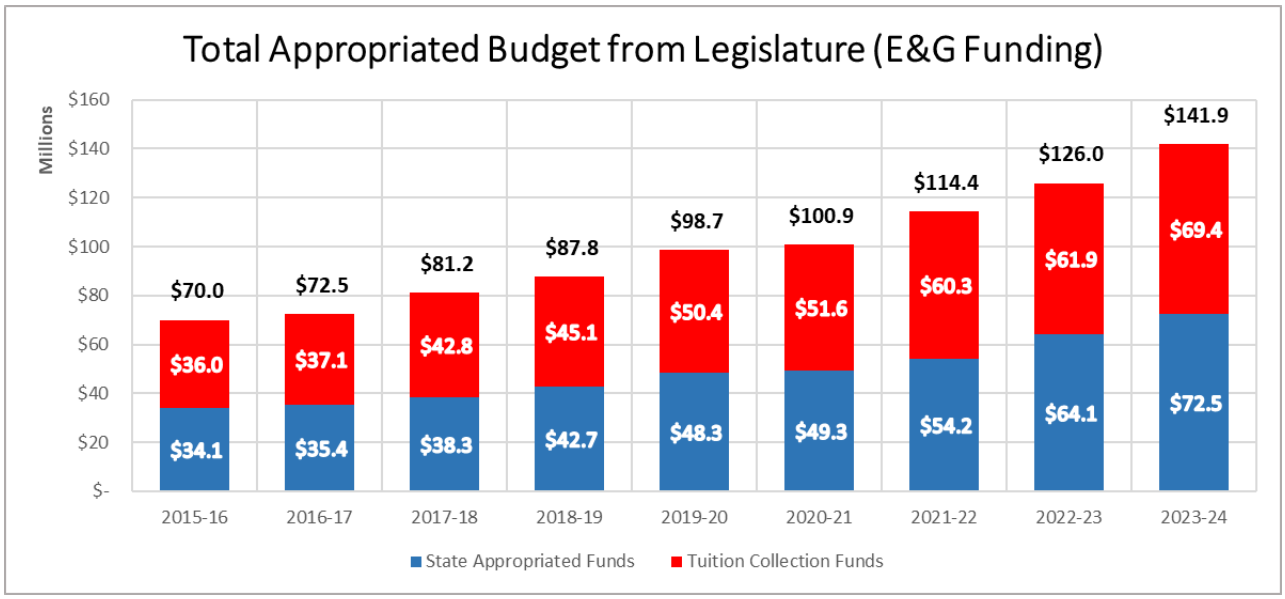


9) Dental Coverage - New Provider Beginning July 1, 2023

a) **SameraHealth** was selected through a bid process to be SUU's new dental plan administrator
b) Provides **95% of current dental providers** with willingness to add more
c) Should stop the threatened **loss of dentists** from previous plan
d) **No premium increase**



10) Total E&G Budget Doubles



11) Appropriated Dollars – Department Budgets

a) **New E&G Funding Available for FY 2024**

i) $ 4.1 M Net tuition growth above current year budget
ii) $ 6.6 M State funded compensation package 8.75% w/ additional match (12.5%)
iii) $ 3.0 M Performance Funding (unfortunately all one-time but ongoing next year?)
iv) $ .6 M State Growth funding
v) $14.4 M Total New Revenue

** $8.5 million (60% of new dollars) being appropriated for compensation adjustments
** Over $14 million in non-compensation requests received by Budget Office in November

b) **Key Budget Initiatives Addressed**

i) Rank and Tenure Advancements (Always! And at higher rates based on last year increase)
ii) Structural imbalance = 9% of new dollars used to partially resolve
(1) Marketing / Recruitment / Scholarships - $1.2M (Institutional)
iii) Continue moving Fee based salaries to E&G (required by recent Legislative Audit)
iv) New faculty and staff positions to address enrollment growth
v) Ongoing costs originally funded with Covid Relief Funds (which have now expired)

c) **Detailed Tables**

2023-24 Ongoing E&G Budget Summary

Revenue

Tuition Revenue		
FY23 Unbudgeted Ongoing Revenue	$	4,135,100
Additional Tuition Revenue 2022-23 (No Rate Increase)		-
State Appropriations		
Comp, Health & Dental Insurance (87.5% from State) SB 8 S1		6,615,500
Performance Based Formula Funding for FY22 (estimated)		2,999,500
Legislative Growth Formula Funding		604,000
Internal Service Fund Rate Increases		248,700
Health Increase at 7.2%		615,800
Total Revenue Increase	$	15,218,600

Expenditures

Legislative Directives		
Compensation adjustment for market and performance at 8.75%	$	7,444,300
Health Insurance adjustment at 7.2%		615,800
Internal Service Funds Rate Increases		248,700
Total Legislative Directives	$	8,308,800
Funding Available for SUU Budget Process	**$**	**6,909,800**

2023-24 On-Going E&G Funding Allocated to Departments

Institutional Costs		
Scholarship growth due to increased enrollment	$	1,000,000
Additional Staff Compensation		500,000
Reserve for Fee Based Employee Cost Increases		114,855
FY23 AP Partnership Costs - Base budget increase		100,000
Internal Service Funds required match		83,000
New Academic Faculty Lines		
13 New Faculty Lines (Computer Science, Construction Mgmt., Data Analytics, Economics, Education, English, Filmmaking/tech, MBA Management, Music Technology, Nursing (2), PsyD (2)	$	1,406,973
Other Academic Priorities		
Additional Faculty Compensation	$	500,000
Department Position Backfill/Corrections		208,200
Promotion, Rank, and Tenure Adjustments		180,560
SWI Funding Correction		150,000
PsyD Assistantships (10)		146,400
Engineering Initiative - Computer Science/General Engineering		120,000
Academic Affairs Operating Changes		81,900
Academic Advisor for MBA		67,320
Associate Dean Pay (Overloads)		60,000
Administrative Assistant		47,000
Early Literacy Outcome Match		30,000
Advancement & Enrollment Management		
Recruitment Base Increase	$	250,000
Marketing Base Increase		250,000
IT Position for Slate Maintenance		134,900
Diploma Software		20,000
Athletics		
Athletics Reorganization	$	170,000
Athletic Trainer		85,200
Athletic Aid Increase		60,000
Operating Budget for additional FTE		2,000

Finance & Administration		
Move Positions from Fee Funds to E&G	$	200,897
Operating Budget for 1X Software Purchases to On Going		150,000
Operating Budget for Software Maintenance Increases		130,000
Hourly Wage (Enterprise Risk, IT)		119,700
Operating Budget for HR-ZAMP		35,000
Operating Budget for NC-SARA		12,000
Operating budget for additional FTE		2,000
Student Affairs		
Student wage increase (Aces/Leads, ADA Note Takers)	$	152,880
Move Positions to E&G Funding		107,920
Operating Budget for 2 FTE		4,000
President's Direct Reports		
Operating Budget Increases (Diploma, Events)	$	75,500
Title IX Intake Coordinator		71,000
Faculty Fellows		36,000
Legal Position to 1.0 FTE		28,000
Operating Budget for Additional FTE		2,000
Total Funding Allocated to Departments	**$**	**6,895,205**

2023-24 One-Time E&G Budget Summary

Tuition Revenue		
FY22 Carry Forward	$	5,979,157
FY23 One-time revenue		4,135,100
Total One-Time Revenue Available	**$**	**10,114,257**

One Time Allocations		
FY22 Budget Roll Forward (to departments)	$	4,449,895
FY23 Scholarship adjustment for growth		1,000,000
FY23 Fuel & Power		1,000,000
FY24 Fuel & Power		900,000
Lease for SUU on 56		671,000
FY24 Marketing/Recruitment/Retention		500,000
Institutional Remodels		500,000
Athletic One-time WAC Transitional Costs		400,000
FY24 Marching Band Costs (Approved Student Fee)		140,000
Emergency Phones for Labs Spaces/Rooms		100,000
FY23 USF O&M		100,000
University Policy & Procedure Analyst (Two Year position)		100,000
FY24 Community Engagement Center (Hope Pantry - Student		17,000
FY24 Testing Center (Student Fee)		17,000
FY24 SUU Connect (Student Fee)		9,000
Total One-Time Funding Allocated to Departments		**9,903,895**