

Range Committee

The Range Committee met via Teams on September 9, 2020.

Elizabeth Cheek discussed the employment data received from Human Resources. The data includes all Civil Service Employees making \$14.00 or less per hour as of September 1, 2020. \$14.00 per hour was used as a benchmark as it indicates poverty level earnings. Elizabeth organized the data to show the average pay rate for each classification in the SUCSS system. The data also shows the SIUC average rate as well as the difference between these rates. In 35 of 41 classifications, the SIUC rate of pay is lower than the average rate in the SUCSS system.

The pay ranges for these classifications have not been reviewed in many years. The data shows that even with an across the board increase of 10%, many classifications would still be paying less than the SUCSS average. Because of this, we think the pay ranges should be realigned.

The Range Committee recommends the Council put forward to Human Resources (after a discussion with the Chancellor) that these ranges be reviewed and realigned to better reflect the SUCSS average rates.