



President's Bulletin

University of Missouri

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To: ALL HOURLY SERVICE AND SUPPORT EMPLOYEES;

In the President's Bulletin dated August 18, 1972, I described, in general, the 1972-73 fiscal year operating budget of the University. I would like at this time to explain more fully the 4% overall increase in wage and salary budgets approved for this fiscal year, especially as the increase relates to hourly service and support employees.

First, I think I should explain that the 4% approved by the Board of Curators applies the same to each major group of employees. No group, whether it be the faculty, clerical and secretarial, administrative, or service employees, has been allocated more than 4%.

I regret that there is not more money available for wage and salary increases this year. When the 1972-73 Legislative Operating Budget Request was first prepared, it was drawn up on the basis of a proposed 6% increase for the various groups and this was part of our budget plans when we asked for the \$112.9 million. However, the General Assembly only appropriated \$95 million, and so it was impossible for us to increase the level of wages and salaries more than 4% this year after providing for those absolute costs over which the University has no control and which were referred to in the August 18 bulletin.

Your interests are, of course, in the \$.10 increase in the rate ranges for all of the hourly-paid service and support employees. I would like to explain how we arrived at this amount. For all of the hourly service and support employees on the four campuses,

the average wage rate is approximately \$2.75 an hour. Many employees earn a higher wage and many are paid less, depending on their jobs. But the average is about \$2.75.

We did not feel this year that the lower wage rate employees should get less than the \$.10 or be given less than those hourly employees at rates above the \$2.75 average.

And, I should also explain that the \$.10 increase is the amount we had available after figuring the amount of money needed for the longevity increase program which was put into effect a few years ago. As you know, these step increases are either \$.10 or \$.15 an hour so there are many of you who will be actually receiving a total hourly increase of \$.20 or \$.25 during this school year. On the Columbia campus, I am told there are approximately 436 employees who will become eligible for these longevity step increases this year. For the four campuses, there are a total of 561 employees who will be eligible. Money for these longevity increases has to come out of the 4%.

Let me assure you again, all of us sincerely wish our state appropriations had been the \$112.9 million which we need so badly. We then would have been able to increase the levels of wages and salaries by 6% as we had hoped we could do.

C. Brice Ratchford
President