

May 17, 2023

After reviewing the outcome of the Docking survey, several recurring themes emerged, including:

- Flexibility
- Parking
- Benefits
- Pay

We formed a subcommittee to look at ways we could address some of the concerns employees mentioned, and after finding that some of things that were mentioned as concerns were outside of WSU's ability to change (leave accrual for example - this is mandated

_____ – We recommend utilizing free or discounted parking as a reward for recipients of Distinguished Service Awards, and for years of service.

Aside from pay, the item that comes up most often is related to having to pay to park. While we recognize that this is not uncommon in jobs in both the public and private sector, it doesn't lessen the sting of being charged, in effect, to come to work.

We have two different proposals relative to using parking as a reward – for Distinguished Service Award winners and for years of service. These would be recurring, yearly costs. It would be preferable that if these were implemented, that they would go into effect for all past and present and future award recipients currently employed at WSU, and those with the years of service indicated.

Distinguished Service Award

- Staff senate recognizes 5 staff members annually for Distinguished Service awards.
 - We propose that the recipients of those awards receive free parking on campus for one year – but our preference would be that it be for the remainder of their career at WSU.

At the highest cost rate – (\$156 per year) that would be a cost of \$780 for one year for the award recipients.
Consider making this a “life-time benefit” – meaning recipients would never have to pay for parking again. If we look at the past 14 years, we have 45 out of 70 awardees who are still with the university. Even if all 70 were still here, if we continued to give them free parking for the duration of their employment, that would be around \$11,000 per year.
If recipients prefer to have a reserved parking space – reduce the cost of their reserved space by the parking rate that would be their benefit if they were receiving the free parking (rate based on their salary). For example, an employee making \$65,000 per year would be charged \$130 per year for parking. Under this plan, they would only have to pay \$520 per year for a reserved parking space.
(\$650 – \$130 = \$520)
 - OR consider providing a free reserved parking space for either one year OR (preferably) the remainder of the recipient's career at WSU.

Cost for one year for five recipients: \$3,250
Cost if the 70 mentioned above were still here per year: \$45,500
- Doing something like this would be meaningful to the recipient and help with retention. If these employees are some of our best performers, we should do what we can to retain them!

Years of Service Recognition

- A recurring concern from staff was that there seems to be little appreciation/reward for those who choose to stay at WSU. Pay is not increased regularly, bonuses for longevity are a thing of the past, and overall, the reward for longevity is lacking. For example - currently staff who achieve 5 - 20 years of service (in 5 year increments) are given \$20 to use at the Bookstore and staff with 25+ years of service receive \$40 to use at the Bookstore. While staff are always appreciative of any reward, it has been pointed out that there's only so much WSU-themed gear a person can use. We therefore want to offer the following recommendation.

- Recommend that parking fees be reduced/eliminated as a reward for longevity.

5 years of service - reduce parking cost by one-quarter

10 years of service - reduce parking cost by half

15 years of service - reduce parking cost by three-quarters

20+ years of service - parking is free

Benders of Twigs - free reserved space

- We asked HR for staff numbers broken down by number of years they have been at WSU. At the time that the data was pulled, we had 1855 staff members. Of that amount, 1135 were here five or fewer years, reflecting, in part, the turnover rate. Here is a cost breakdown if we were to provide discounts as mentioned above, assuming all were being assessed at the highest rate. The formula used below is number of employees in each years of service category, multiplied by the discounted amount - which was calculated by multiplying the highest rate (\$156) by the amount of the discount.

5 years of service - $299 \times \$39 = \$11,661$

10 years of service - $156 \times \$78 = \$12,168$

15 years of service - $106 \times \$117 = \$12,402$

20 years of service - $68 \times \$156 = \$10,608$

Benders - $91 \times 650 = \$59,150$ (technically the only "loss" is the amount these 91 would have paid for parking - \$14,196)

- This totals \$61,035 in "lost" parking revenue

- If employees receiving these discounts (5 - 24 years of service) are interested in a reserved space, we'd suggest using a formula similar to the one mentioned in the previous section - subtract the discount that they would have received for their regular parking space from what they would have to pay for the reserved parking space.

- Employees who have received both a Distinguished Service Award and specific years of service should be allowed to choose wh8 (o)-3.2C7 (o0 0 Td

_____ - Tuition Assistance - we recommend that the university cover the entire cost of tuition and fees, up to 7 hours for undergraduate coursework and up to 6 hours of graduate coursework per semester.

Currently employees receiving tuition assistance are required to pay all course/college fees - which can add up quickly depending upon which colleges the student and/or the course(s) they may be enrolling in. We asked for data from OPA on how much WSU employees who received tuition assistance for AY2022 had to pay out of pocket - which is shown in the table below.

Semester	Non-employee waiver or scholarship*
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_____ - We support the university's efforts to bring staff salaries up to levels that are indicated by the market and to continue to make adjustments on a yearly review cycle.