

## CSU COMPREHENSIVE STAFF SALARY STUDY



### **PARTICIPATE IN VIRTUAL EMPLOYEE FOCUS GROUPS**

DECEMBER 3, 2021

CSU Employees,

We would like to invite you to participate in an upcoming virtual focus group, where you'll have the opportunity to share feedback and perspectives regarding CSU's salary structure and how that impacts your employment.

The employee focus groups are an important component of the comprehensive salary study involving all represented non-faculty staff employees which is currently underway. An ad-hoc Labor Management Committee has been established to manage the comprehensive salary study project. This project will evaluate existing salary structures and issues of salary inversion as well as provide recommendations, if applicable, for alternative salary models for CSU's non-faculty staff currently covered by collective-bargaining agreements, including but not limited to an annual salary steps model.

A contract has been awarded to Mercer Consulting, a leading global human resources/data analytics firm to implement the study, which is the result of a joint effort by the California State University (CSU), the California State University Employees Union (CSUEU) and Teamsters Local 2010 in successfully securing funding in the 2021 State Budget ([Senate Bill 129](#)) for an independent evaluation of the salary structures of represented staff.

#### **WHAT TO EXPECT**

There will be multiple CSU employee focus group sessions, which are facilitated by Mercer Consulting. Your participation will be anonymous, and feedback during the sessions will be collected through a variety of multiple choice and open-ended questions.

As a CSU employee, you'll have the opportunity to participate in one of the sessions, which will take approximately 45 minutes.

Here's a sample of the type of information that will be gathered during the focus groups:

- Do you understand CSU's pay program?
- Do you believe your pay is competitive for the type of work you do?
- What factors should drive decisions about determination of the appropriate pay grade for a job?
- How satisfied are you with CSU's career advancement process and policies?

#### **YOUR FEEDBACK IS IMPORTANT**

Mercer Consulting will utilize the information gathered through the study to develop their recommendations for possible salary restructuring.

Your feedback as a current CSU employee is imperative to establish areas of strength and opportunity. This will inform future efforts, so CSU can attract and retain the industry's top talent to support our mission as the largest four-year higher education system in the country.

## THE PROCESS

On Monday morning, December 6, you will receive an email that will include the links and necessary information to participate in one of the focus groups. Please plan to participate in **only one** of the sessions during your normal working hours. Be sure to notify and coordinate with your supervisor before you attend.

Here are the scheduled dates and times:

- Tuesday, December 7 | 9:00 am
- Wednesday, December 8 | 4:00 pm
- Thursday, December 9 | 9:00 am
- Tuesday, December 14 | 5:00 pm
- Wednesday, December 15 | 9:00 am
- Thursday, December 16 | 4:00 pm

Your participation in the CSU employee focus groups will be **anonymous**, and your feedback will not be associated with your name. The results will be compiled and shared by Mercer Consulting; the third-party vendor retained to conduct the study.

This is an important step in the evolution of the CSU, and we encourage your participation in the comprehensive salary study focus groups. This is your opportunity to take an active role in making the CSU a great place to work!

Sincerely,  
Focus Group Executive Sponsors

Evelyn Nazario  
*Vice Chancellor, Human Resources*

Catherine Hutchinson  
*CSUEU President*

Drew Scott  
*Skill Trades Director for Teamsters 2010*

