Personnel Committee
Agenda Item IV. A
August 6, 2015
UNIVERSITY OF HAWAIʻI
“REGULAR” EMPLOYEE POPULATION

- FACULTY
- CIVIL SERVICE
- APT
- EXEC/MRGL (E/M)
“REGULAR” EMPLOYEE DEMOGRAPHIC OVERVIEW

HEADCOUNT: 7,709
(Mar 2015)

- APT, 2,472, 32%
- CIVIL SERVICE, 1,396, 18%
- EXEC/MGRL, 216, 3%
- FACULTY, 3,625, 47%

PAYROLL: $541 MILLION
(Mar 2015)

- APT, $145,892,898, 27%
- CIVIL SERVICE, $54,005,048, 10%
- EXEC/MGRL, $33,186,420, 6%
- FACULTY, $307,584,964, 57%
NOTE: Percentage reflects actual salary reduction for fiscal year based on varying effective dates.

1 Faculty one-time lump sum payment (LSP) equivalent to 25% (8/1/2012), 25% (8/1/2013), & 50% (8/1/2014) of total salary reduction. The percentage represents the salary reduction percentage over the period January 1, 2010 - July 30, 2011 paid in FY 2013, 2014, and 2015.

2 APT received supplemental time off (STO)/professional development days. FY 2010, 2011, 2012, 2013 (13 days each FY equivalent to the salary reduction). Fy 2014 & 2015 (4 days each FY). APT Unit 8 arbitration decision pending for 7/1/2015 - 6/30/2017 period.
E/M SALARY ADJUSTMENT GUIDELINES

• Legislature appropriated about $1,000,000 “for salary increases and other cost adjustments . . . authorized for state officers and employees excluded from collective bargaining unit 7”

• Distributed into 3 Groups

- **Pro-Rated Increase 2009 – 2014**
  - 162 people
  - $331,616

- **PERFORMANCE SUPERIOR/OUTSTANDING**
  - 156 people
  - $602,990

- **EQUITY**
  - 10 people
  - $65,484

Estimated
QUESTIONS?