Executive Summary

In January 2008, CEPAC-Staff Senate surveyed a random selection of classified employees, working on the Bozeman campus, as a follow up to its similar surveys conducted in February 2004 and January 2006. Participants were asked various questions to ascertain whether they found it necessary to supplement their MSU salaries in order to meet their basic financial needs and, if so, how?

Participant Selection and Response

- Total Bozeman staff – 1050 (1028 in the 2006 survey)
- Random selection – 525 (516 in 2006)
- Response – 216 or 41% (33% paper, 51% electronic) - 180 full time, 31 part time, 5 didn’t specify their FTE. While this is a good response rate, it is down from 327, or 63%, in the 2006 survey. Some staff members reported delays in receiving the mailing, eleven of whom submitted their responses after the survey closed. Although not included in this report, it is worth noting that the eleven were fulltime employees, all subsidizing their MSU income in order to meet basic needs.
- The demographics of the respondent group were in proportion to those of the total MSU classified workforce (as was the case with the 2006 survey).
- Based upon the good rate of response, the participants’ demographics relative to the workforce as a whole, and the consistency of the answers given, the data may be considered indicative of the Bozeman classified staff as a whole.

Summary of Responses

Participant comments largely reflect a committed labor force, a liking for working at MSU, and an appreciation of the benefits available. However, they also express an opinion that, in general, wages are neither sufficient to support living in this locality, nor competitive with salaries offered by community employers.

<table>
<thead>
<tr>
<th>(responses of full time staff)</th>
<th>2008</th>
<th>2006</th>
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<tbody>
<tr>
<td>Respondents subsidizing their MSU salary in any way (including other paying jobs) to make ends meet</td>
<td>77%</td>
<td>85%</td>
</tr>
<tr>
<td>Respondents currently employed in more than one paying job</td>
<td>38%</td>
<td>37%</td>
</tr>
<tr>
<td>Respondents working another job, AND subsidizing salary in other ways</td>
<td>86%</td>
<td>81%</td>
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<tr>
<td>Respondents NOT working another job, but subsidizing salary in other ways</td>
<td>42%</td>
<td>47%</td>
</tr>
<tr>
<td>Respondents not subsidizing their MSU salary in any way (including those who didn’t answer the question)</td>
<td>23%</td>
<td>15%</td>
</tr>
<tr>
<td>Average number of hours per week spent in simultaneous employment</td>
<td>16</td>
<td>15</td>
</tr>
<tr>
<td>Average years of service at MSU</td>
<td>8.2</td>
<td>8.6</td>
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Conclusion

MSU continues to place much emphasis on employee recruitment and retention difficulties. In the last year, the Montana University System has increased its efforts in this area, and progress is being made (e.g. the OCHE Recruitment & Retention Task Force; increased entry rates in some areas of critical need). CEPAC-Staff Senate is greatly encouraged by the on-going activity, and is committed to remaining a collaborative player in active problem solving. Perhaps improvement is already being reflected: in this 2008 survey, fewer randomly-selected full time participants admitted to subsidizing their MSU salaries to meet basic financial needs, than did so in 2006.

Nevertheless, other considerations are little changed with time, and current participant feedback suggests that large numbers of staff still cannot make ends meet in the Bozeman area. The 2008 survey, along with other recent research (e.g. MSU Within the Community Context, 2007 Update) draws CEPAC-Staff Senate to conclude that MSU salaries continue to be inadequate to meet essential costs of living (particularly housing), remain uncompetitive locally, and therefore significantly challenge MSU’s ability to recruit and retain capable staff.
CEPAC-Staff Senate 2008
Study of If and How Classified Staff Supplement Their MSU Salaries to Meet Their Basic Financial Needs

287 surveys mailed
238 email invitations to participate
525 all FTEs

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<tr>
<th></th>
<th>195 returned</th>
<th>33%</th>
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<tr>
<td>212 returned</td>
<td>51%</td>
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95 returned 33%
121 returned 51%
216 41%

82 responses considered in this analysis

Demographics (all respondents were classified employees)

<table>
<thead>
<tr>
<th>Gender</th>
<th>All respondents</th>
<th>MSU (fall 06)</th>
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<tbody>
<tr>
<td>Female</td>
<td>166 77%</td>
<td>64%</td>
</tr>
<tr>
<td>Male</td>
<td>50 23%</td>
<td>36%</td>
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Age:

<table>
<thead>
<tr>
<th>Age</th>
<th>All respondents</th>
<th>MSU (fall 06)</th>
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<tbody>
<tr>
<td>&lt;21</td>
<td>0 0%</td>
<td>0%</td>
</tr>
<tr>
<td>21-29</td>
<td>33 15%</td>
<td>16%</td>
</tr>
<tr>
<td>30-45</td>
<td>50 23%</td>
<td>29%</td>
</tr>
<tr>
<td>46-55</td>
<td>85 39%</td>
<td>33%</td>
</tr>
<tr>
<td>55+</td>
<td>48 22%</td>
<td>22%</td>
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Years of service

19 respondents had worked for MSU less than one year, a 3 declined to state length of employment. Among the remainder, the average was 10.3 years' service

<table>
<thead>
<tr>
<th>Respondents</th>
<th>MSU (2/4/08)</th>
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<tbody>
<tr>
<td>&lt;1 yr</td>
<td>9%</td>
</tr>
<tr>
<td>1-2.9 yrs</td>
<td>18%</td>
</tr>
<tr>
<td>3-5.9 yrs</td>
<td>19%</td>
</tr>
<tr>
<td>6-9.9 yrs</td>
<td>13%</td>
</tr>
<tr>
<td>10+ yrs</td>
<td>40%</td>
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216 41% over all response rate
How many paid hours per week do you work for MSU (excluding over time)?

- 5  less than half time or didn't answer the question
- 31 0.5 - 0.99 FTE
- 180 full time

In order to meet your basic financial needs is it necessary for you to supplement your MSU salary?

- 42 no    7 didn't answer
- yes
- 162 (77%)

If you work over time or additional jobs to meet your basic financial needs, please indicate the extent of this extra work:

37 (18%) of respondents said they work paid over time at MSU. 29 volunteered further information, indicating that some people work as much as 25 hr/wk over time. The average was 6 hr/wk.

- 14 respondents commented in this regard, explaining that their OT is seasonal or sporadic. In some cases, staff said they would work OT but it's not sanctioned in their department

80 (38%) described working additional hours per week off campus, for pay. The maximum was 45, the average was 16 hr/wk.

- 13 respondents commented, explaining their extra work as seasonal, occasional, or "whatever they can get“. One described the need to work when laid off by MSU during semester breaks.

If you work more than one job, do you consider MSU to be your primary employer?

- 76 yes
- 1 no
- 3 n/a

If you answered "yes" to needing to subsidize your MSU salary in order to meet your basic financial needs, how might you do it?

(respondents were asked to check all that apply)

- 37 Working over time at MSU
- 80 Working additional paying jobs off campus
- 64 Other household members working over time/additional jobs
- 26 Taking out loans
- 25 Renting rooms
- 12 Utilizing services
- 113 Lifestyle accommodations
- 17 Described other ways including being reliant upon dual household incomes, financial support from family members, and the imminent need to acquire a second job
A further 22 selected the "other" category but the methods they describe were offered in the multiple choice. Their responses have been included above.

**How many miles do you commute one way to your job at MSU?**

22 (10%) of respondents live within a mile of MSU

for the remaining 90%, the average commute is 10 miles one way (with some staff traveling in excess of 50 miles to MSU)

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1 50% of Service Maintenance, Skilled Crafts and Technical Paraprofessional staff (chosen by random selection) were contacted by campus mail

2 50% of Secretarial/Clerical and Classified Professional staff (chosen by random selection) were contacted by e-mail

3 it was anticipated by CEPAC-Staff Senate that staff working less than half time would need to supplement their income and therefore these responses were not included in the statistical analysis. Such respondents' comments, however, are published with the rest.

**COMMENTS:**

**Would you like to make a general comment?**

_Identifiable information has been removed/replaced by text in [italics]_

#4 - I answered "yes" because I raise commercial beef cattle for profit. I guess that counts as a 2nd job. I think I'm compensated well for my job. My salary scale compares well with others doing my job in Montana.

10 years and junk pay raise when every body else made good pay raise

I think MSU needs to raise wages. Seems like MSU wages are very low compared to other jobs. McDonalds pays $10/hr

it would be nice to work only one job

A few years ago MSU was the most desirable place of employment in Bozeman due to a very attractive wage and benefits package. After years of miserly raises, other local employers now offer better packages. Meanwhile, the cost of living in Bozeman has become the highest in the state. As a result, MSU now struggles to fill vacancies at all levels. Morale suffers when employees have to work overtime or additional jobs just to survive. It's high time for MSU to pay competitive wages once again. Try providing MUS employees a wage differential based on location to cover differences in cost of living. Otherwise, the last one to leave should turn out the lights.

About 90% of the time, I work an average of 5-10 UNPAID hours per week for MSU, as I can't complete my job requirements otherwise.

annual increases for insurance and parking completely wipe out all raises. Raises don't begin to keep up with cost of living increases.
at our last union meeting we concluded that 95% of our members at MSU had one or more additional jobs

Both MT & MSU are WAY BEHIND in their employee pay. You don't take into account college degrees in your salaries for classified employees either. Cost of living here is high, with very low pay, even for people who have been working for years. In other states & even Billings, my job would be at least $20 hour starting out or more, taking in the years of experience I have in it, degree, etc.

Bozeman is so expensive. We REALLY need a LIVING wage. MSU's wage doesn't cover my mortgage
can hardly afford to de-stress such as camp out, fishing license, go to a movie, dinner. Not being able to do away with the stress is not healthy. No life, just go to work, home to sleep, same old routine every day.

Classified employees are the MOST undervalued and unappreciated staff at MSU. [My union] contributes to this problem. By trying to represent all public employees, they do a lousy job for MSU classified staff. Wouldn't it be interesting to see how many employees would "voluntarily" join the union if we weren't forced to become members if we want a job on campus?

Classified employees who are at MSU for several years and who have great background knowledge should not run into a wall at a certain point where they can no longer receive salary increases. If they are worth more to their Dept. than they are receiving, let their Dept. pay them more! It seems that only those who work with money and have a degree are able to make the transition to professionals. Experience should count for much more than it currently does. Thanks for listening.

daycare costs are outrageous. housing is ridiculous. My once-nice quiet neighborhood is now crime ridden, and we don't have the option to move. I have been here nearly 10 years, I have worked my rear off, far, far above my job duties, and I make the same amount of money as someone at Taco Time. THAT is ridiculous. I have been offered jobs off campus (of similar position) doing much much less for over twice the money; however, I am trapped here with the long-term-care insurance. I would think that I should receive SOME kind of monetary rewards for my efforts and years of service. My bills are continually increasing (gas, daycare, schooling) but my paycheck does not reflect any kind of cost-of-living increase. My paycheck is the same, but my gas bill (to get to work) has gone from $150/month to $350-400! Daycares in Bozeman can charge "whatever they want" because there is a shortage of quality providers. Groceries have gone up, diapers have gone up, everything in daily living has gone up...but my paycheck is the same, or has minimal increase. We deserve more.

Due to a spouse with better pay, we get by.

employees need an adequate and realistic yearly cost of living pay increase
Even though I do not need to supplement my income, due to my spouse's income, I feel the wages that are paid at the University are in no way reflective of the cost of living in the area. The standards for a job on campus do not correlate with the pay. I've heard comments in regards to job openings that you must not be looking for someone with a lot of experience for that wage. I think the large number of job openings on campus should be speaking volumes about the pay. Insurance does not have as big of a pull since a lot of companies in Bozeman are able to offer comparable insurance coverage.

even though you ask us to fill out this survey nothing will come of it.

[My department] has a vast budget reserve built up from years of unfilled positions. Yet the lucrative OT being offered is sporadic at best. Even then this OT is offered on short sign up sheets on a first come first served basis making it completely unreliable as supplemental income

going to get rid of the percentage raise

Health care and parking keep going up at a higher rate than our salaries. The cost of groceries and energy costs also outpace out salary increases.

higher wages

I am a half time employee with benefits. I think my department has longevity with me because of the benefits, certainly not the wage. Half time with benefits is a wonderful deal for any new mom re-entering the workforce but not wanting to work full-time. Personally, I would like to see the tuition waver available for half-time employees. I don't believe I would work full-time for the wage I currently receive.

I am at an entry level wage because I just started. I would assume that with additional time at MSU, my pay will increase. I need supplemental income because my position isn't full time.

I am concerned that even what are considered "good" jobs (paying over 45K) are going unfilled and with no applicants for many months. These vacant positions make MSU a much less desirable employer as it makes work slower and more difficult to accomplish when key positions are unfilled.

I am fortunate enough to have a home that is paid for. If we had a house payment to make I would have to work more hours in order to make ends meet.

I am fortunate enough to have bought my house before the market went crazy & my mortgage is affordable. My husband is the main bread winner & between the 2 of us we do ok--not great but ok..

I am fortunate to be in a loving marriage with someone who makes a decent wage. My living conditions would be drastically different if I had to live on my income alone,* though I believe it would be possible. I feel very fortunate. *I would rent instead of own, probably with roommates. My car would probably border on a constant state of disrepair. Vacations would be spent locally (which isn't really all that bad, but it is nice to leave once in a while just to appreciate what we have here).
I am not able to work a second job due to the MSU work scheduling; therefore, I have had to make lifestyle changes to accommodate the low salaries.

I am quite certain that with the increase of fuel, grocery and utility prices I will be forced to leave the area.

I believe it is impossible for a single MSU employee to live on the MSU salary in Bozeman. You have to have a spouse, roommate or second job!

I believe pay is low on campus. However, many people do not work consistently throughout the day and we have too many directors. I think our campus employs too many people. Hire less; at the top level too, pay more.

I did have a part-time photography business I worked over 15 years to add to my wages. I just quit that business last year. I normally worked 10-15 extra hours per week.

I do not need to supplement my salary for basic needs only because my spouse also works. If I had to live on my salary I would definitely need to supplement it or live a lifestyle that is lower in basics and extras than most welfare recipients!

I do not work extra jobs at this point but I have in the past. My age, physicality of my job and a broken hip and femur in 1999 made me decide to drop other jobs. I do however live in a Habitat for Humanity house and still just make all my bills.

I don't qualify for overtime though during certain months of the year work more than 40 hours per week. At this time I don't have to supplement my income due to my current situation, though that situation is subject to change soon and I will probably find that I have to supplement my income with another job due to increased rent costs.

I enjoy this job and it coordinates well with my self-employed ranch work.

I feel the salary doesn't match the work and the experience that I have and am bringing to the job. Being paid so little, I keep my eyes open to other opportunities for full-time work that will pay me a higher wage for my time. I'm committed to my job, but with the need for a higher income, my dedication will only go so far. I am being paid less than when I first came out of college, but am here in order to have the benefits that MSU offers for me and my family. The take-home pay isn't enough to cover my mortgage on my home.

I have always put in 100% for my job and I love my job but I don't get paid for what I do around the office.

I have been very satisfied with pay at MSU and even more with the benefits!
i like working at MSU, but classified pay sucks and honest raises are impossible. Coming from the private sector, I see the failure of MSU to recognize GOOD employees who have excelled at their job and do work significantly beyond their job description and keep their department running as the most significant problem. To move up, you have to move on. That hurts the department so many people leave to take new jobs for higher pay (or go away from the U). This is as severe a problem as the low initial pay. It also is how the private sector deals with low entry pay - by recognizing good employees and keeping them with pay raises commensurate to their value of work. MSU has neither good entry level wages nor a real, working system for pay raises (other than cost of living, which equals zero).

I live in a trailer and pay very cheap rent. This won't last forever.

I live near Manhattan and commute every day to campus on the Streamline bus. I find it appalling that TRAILER HOUSES

I now belong to the dink (double income, no kids) group. My Bozeman home is paid for and I have no other debt. However, when I was a younger, single parent, and a new state employee, the child support I received was definitely needed to supplement my income.

I think I might be a higher paid MSU Classified employee since I make more than $14/hour. What amazes me are the people who work for <$12/hour on campus and are just happy to trade that off for the benefits for themselves or their children. And I don't even have kids to enter into a stressful equation like that!

I understand that the base starting salary at MSU is considered by many in the country to be a good starting wage, unfortunately as Bozeman is such a high end place to live, we lose many valuable employees to other areas, or off-campus. Many off campus employers are matching MSU benefits and surpassing, making the off-campus jobs look very promising. I believe MSU loses money because all of the training we give to employees is then taken off campus and we are starting over again.

I was dismayed to see on my W2 form that I made just over $20K last year. I work hard and love my job. But, I wish I was better compensated for the work I do.

I work freelance at $25/hr, about twice what I make at MSU, but close to what I would make doing my MSU job anywhere else. When I lived in San Francisco, my union got us 8% higher salaries than anyone else in our industry, plus stellar benefits. I feel like I pay my dues here, but get almost nothing back. Our wages are utterly pathetic. I appreciate that they are set by the state, but we need a stronger voice where it counts, instead of being handed the "you're lucky to live in Bozeman and work for the U" line.

I worked two jobs in the past and am too old to do it now. I do work an average of 4-5 hours of overtime per week but it is because my job needs the additional hours worked, it's not to subsidize my income.

I would help classified employees immensely if we were paid every two weeks. I cannot survive with one paycheck a month, therefore I have to work multiple jobs to keep afloat.

I would not be able to have my home or lifestyle on my income. I would need another position or do as many MSU employees do work 2 jobs. My husband is the main financial support for our lifestyle.
I would not have the luxury of working here if it weren't for some funds willed to me by family members which enabled me to buy property when it was a lot less expensive and at least completely cover my mortgages with the rental income. I enjoy the university environment and my job, am grateful for the supportive health benefits, and am disappointed, somewhat ashamed, that the university has set such low standards for wages. Having looked over the classified ads in Bozeman somewhat regularly for the past 15 years, I have consistently been shocked at MSU's wage offerings in relation to the level of responsibility the job required. My hope is that MSU can raise the bar and enable people of all income levels to work here and receive a comfortably livable wage, that affords them the opportunity to live in comfortable housing, enjoy recreational activities and create savings. Without funding from other sources (a spouse, an inheritance, previous savings, etc.) I don't see how people can afford to work here. Aside from raising the wages, perhaps the university can offer other resources that support financial health and comfortable living.

I've always been single. I work 2nd jobs as needed. Generally my pay is adequate to pay my monthly bills but if anything extraordinary occurs in the way of medical or car repair/replacement, I need to supplement my income. I do not have a savings plan of any kind. The past few years I have been volunteering around 4 hours per week on issues surrounding the housing crisis and caregiving my mother 8 hours per week, otherwise I would have a permanent part time job. I am about to lose my home due to another trailer park closure and have cut down on amenities. Some of the things I currently cannot afford: overnight travel, cable TV, eye glasses, movies and going out in general. If I am strongly compelled to do any one of the things just listed, I have to juggle payments the next month. I am, however, out of credit card debt now and will have my trailer paid off by the time that I will no longer be living in it. Life may look better towards the end of this year, depending on the costs of renting but my lifelong dream of owning my own home may be gone forever. This is my only regret and it is a powerful one. Perhaps I'm an idiot for staying in Bozeman but this has been my home most of my adult life (since 1978-30 years!). I love Bozeman and I love the many best friends I've made here. I love my job and I love MSU. The irony is that I think I'm making good money now and I've also grown personally in my job. It may not suffice to make up for lack of secure housing - I've lost 6 residences to development. I'm not convinced that a higher salary will get me the one thing I'm missing, a home, but I'm willing to try!

I'd buy a house but I can't afford it

I'd like our wages to go up whenever new hires are brought in at a higher wage. It makes my nine years seem unappreciated when someone new is making almost the same wage. also the work study aides get more

if my husband didn't have a good job I could not afford to work at MSU. My salary wold not be enough for essentials even for one person. In my opinion any job should not be considered only "supplemental income" for a family but this one is only that

if the workers can't make ends meet I do not want to hear any of the administration getting a pay raise.
I'm 29 years old and have no children. My lifestyle is very simple and do not have any sorts of loans. However, as life goes, it is scary to think about the future. I would like to buy a home and have a family. I do not know how I could sustain my needs then. I feel that MSU does not recognize the quality of its employees. Most of the jobs require a college degree and our pay is inacceptable. However, I love my job and my work environment. I believe in what I do. I think I'm the sort of employee that MSU wants, right? I'm really happy that the custodial staff finally received the increase that they deserved but it's incredibly frustrating to think that I studied 6 years and make slightly more that our custodian colleagues. No insult for they work at all! I hope this is clear. Thank you [CEPAC-Staff Senate] for all you do and all your hard work! Good job on the survey.

in order to be able to own a home I bought a house in Livingston. Rising gas prices have obliterated any savings I may have made by moving to another town.

In order to make ends meet, with 2 small children, it is necessary for both my husband and I to work full-time (no overtime/extra jobs)

increased pay must be addressed if the university wishes to retain classified staff

insurance assistance should go by yearly income not just MSU. We live below poverty level but must pay full insurance because we are a few hundred $ above the amount. We cannot receive CHIP because we are state employed (yet live below poverty). parking fees are excessive for low income employees

It is necessary to work a second job in order to live decently (not well). I also would like to find out who chose to change our dental plan to a radically sub-par plan? As usual, higer rates and far less services. As my dentist says, "MSU employees got screwed."

It seems crazy that I have a graduate degree and have worked for over 15 years (out of state) and can't make ends meet with out working extra jobs outside of MSU. It is very good that MSU is looking at the rates of pay for the area, esp. with the cost of living/etc. in the Bozeman area being the same as where I've come from (California!).

It seems that MSU is not keeping up with off-campus jobs. If it weren't for the benefits, working outside of MSU would pay more. Also, in order to get a "raise" on campus, one needs to change jobs and that takes valuable position knowledge away from current department. Also some Admin jobs are actually accounting jobs and no one wants to do the paperwork to change.

it would be nice if MSU pay would at least meet the cost of living increase

it would be nice if we could at least keep up with cost of living. I just got my raise for being here 5 years 1.5%. I think that is a little low.

It would be nice to be recognized for the years of experience that one brings to the job at MSU and be paid accordingly; at least near the salary that your fellow professionals make outside of MSU.

It would help if MSU paid there employees more than once a month.
It's not necessary for me to work extra to meet basic needs but I do work extra to pay for extra things I would like to purchase.

I've been working of campus to supplement my income for over 12 years.

I've heard a rumor that we are paid 70% of market value. Absolutely not true. Personally, I'd LOVE to receive 70% of market value! There are certainly classified employees who are paid more like 40% to 50% of market value. (sources: salary.com, monster.com)

May be if we sold our home and relocated to another area of Montana with a considerably lower cost of living we might be able to meet our "basic financial needs" with my income. Maybe. Probably not.

Medical Benefits and work atmosphere keep me here, while housing costs and wages keep me mindful of moving on.

MSU pay isn't awful but you can't live in Bzn on one MSU classified pay check. You can't buy groceries or pay rent.

MSU should be ashamed of the pay scale. E.g. I have an MA, 20 years experience, a recognized professional and am paid less than $40,000 at MSU. I have 5 dependents and earn $80000 plus in my own off campus business. You are losing loyalty-- people are just going thru the motions to keep their health insurance.

MSU staff need to have a cost of living raise added to the raise we get each year. The cost of housing, etc in Bozeman is extremely high.

MSU staffers are the cornerstone of the university in that they work on the front lines of contact with the public. Their skills are highly important. Adequate living wages are necessary insofar as employees can earn a living wage and take care of their families. Most MSU employees are asked to multi task in hundreds of creative ways and they remain cheerful and very skilled. They interface for faculty and put a good spin on the actions of the faculty in their departments. Staffers should be compensated accordingly. It's an honor and a privilege to work at MSU, but everyone feels sorry for you because they know the wages are very low. Hopefully that may change! Thank you for the chance to have input. I love working here and I love MSU folks. They are super friendly and super customer oriented.

MSU's wages are not good.

My family is small (just one child) and has two professional incomes, so I don't think our financial situation is overly typical.

My husband and I mus both work full time or more in order to meet basic needs. The raises at MSU do not even cover cost of living so we have LESS take home money each year.

My job will not be more than 15 hour a week ever, but even if it was I would still have to work another job to maintain my current living conditions.

My MSU job requires that I use my vehicle for work. As my older vehicle became less dependable, I needed to purchase a newer one. However, the purchase was not affordable on my MSU wages; thus an additional job.
my salary forces me to be dependent on my husband's income. I could not afford this job if I were single or my husband made less.

My situation is not too bad. I am a reserve officer in the [service] and my wife owns her own business. We have been a little short lately due to a slowdown in her business, but should be ok in the long run.

need better wages
need more money or free parking
not paid working off campus but personal business has yearly income

Operations budget allows for some overtime but only for approved reasons, not simply to supplement a classified position salary.

Our pay scale is very poor. Each year we get a raise it is eaten up by our increase in health insurance costs and our increase in parking fees.

Our raise each year doesn't give us any add't'l take-home pay because health insurance, parking etc keep going up also.

Please pay us more money!!!

raise salary levels across the board for ALL MSU classifieds not professionals

salaries are improving but the cost of parking and other MSU deductions takes out a chunk

My general dissatisfaction with MSU employment is threefold. First is the wage that MSU deems appropriate for a great deal of the positions on campus. I know that someone doing my job in the private sector would be making in upwards of three times what I am paid, to do the same job. the reason I decided to work on campus was out of convenience, since I take classes as well. I have since found that the convenience of working on campus is hardly worth the cut in pay I took to do so. I am not implying that working on campus is horrible, just an inconvenience at best. I would expect a University to at least remain competitive. Second, is the inflexibility of hours that MSU offers in most positions. I work in a department that by all rights should not be tethered to the standard eight to five work day, yet seems inexplicably so. Many of the functions of my department would be able to be performed outside the realm of normal business hours; in fact, I feel MSU might benefit from these services during off hours. I do not know if any of my colleagues share my sentiment, but I believe it would benefit further review. Last, is the apparent inability for upward mobility or pay increases above and beyond the yearly "cost of living" allowances. In the time I have been here I have come to understand that with most positions on campus the wage you agree to when you start is your wage for the duration. I ahave the unfortunate pleasure of working in a department where HR does not believe in "monetary incentives" or raises of any kind it would seem. I also have noticed this trend in other departments. So my question is, if you have nothing to strive for and your pay is sub standard to begin with, what motivation do you have to do your job competently much less to excel. The truth is if MSU spent more time and effort taking care of their staff, I suspect turnaround numbers would decrease in proportion.

Thank you for giving us the opportunity to take this survey.
The Classified pay structure at MSU is terrible. Why MSU doesn't have some sort of supplemental pay or food credits offered at MSU food entities is beyond me. Bozeman is a very expensive town to live in with pay rates at MSU only average to below average in town. If MSU wants to attract graduates and talented individuals to help run the University they need to take a real look at ways to help the classified staff make ends meet.

The cost & availability/convenience of parking really needs to be addressed. We now have all of these reserved parking spots that are vacant most of the time! I think that the cost of parking should be subsidised somehow or prorated based on your income @ MSU. The parking increase is always more than the % of wage increase each year. The costs of everything is going up @ a higher than the wages...how can anyone expect to afford to live?

The department I work for was able to start me at a much higher rate than average, which helped when the increases rolled around. However, I still have had to work another job to make ends meet; unfortunately, Bozeman is not accommodating lower salaries. If you want people to move here and work in Bozeman you have to match the cost of living.

The only reason I do not need to supplement my income is because I own my home and car without a mortgage or loan and I am single. If I had a mortgage, car payment, or a dependent, I'd need another job. It's a sad state of affairs when a Custodial Supervisor I is paid more than an Accounting Associate IV.

The pay is uncompetitive at MSU so it's easy to see why there is a high turn over rate for staff. sometimes it gets difficult to "support student success" when we don't feel supported. The benefits are great but shouldn't have to be an excuse for wages/salary that still need to be supplemented. More than once I've seriously considered working a second steady job, in fact it's very likely that I will since I'm still having to support family. "low income" housing in Bzn offers little relief and I'm finding it impossible to save for the future and emergencies.

The retention level for certain classified employees is poor, and a large reason for this is low rates of pay. Comparable positions in the private sector pay higher rates of pay - there are a number of the advantages of working for MSU including job security, relatively good benefits and a good working environment. This is sometimes not enough to retain good staff.

The second job that I work at pays $10.00 an hour to start and offers some benefits. The benefits are not as good as the MSU benefits but the pay is better for a starting wage.

The wage I make now DOES NOT allow for a comfortable living situation

The wages have not keep up with the cost of living. I'm just thankful that my house is paid for, other wise it would be a whole different story.

Unlike many of our employees, I happen to have lived in the Gallatin Valley for a very long time and have established my home here long ago before prices sky rocketed.

wages should be closer to cost of living

We are under paid for a high cost of living area.
we could retain competent qualified employees if the salaries were competitive

With the rise in gas prices, groceries and utilities it is becoming difficult to make ends meet as an MSU employee.

With two children attending MSU and 1/2 of a tuition waiver the MSU salary is not only inadequate but is laughably below standard.

Without my son SSI, I would not be able to support both of us and still live in Bozeman or even Belgrade. Without the extra income I could not live on my own instead of with family members.