

MSU CLASSIFIED EMPLOYEES PERSONNEL ADVISORY COMMITTEE (CEPAC)
SUPPLEMENTING STAFF SALARY SURVEY, 2006

Executive Summary

In January 2006, CEPAC surveyed a random selection of classified staff as a follow up to its “Two Jobs” survey conducted in February 2004. Additional questions were asked this year to more accurately determine whether MSU classified employees working in Bozeman supplement their MSU salaries in order to meet their basic financial needs and, if so, how?

Participant Selection and Response

- Total Bozeman staff - 1028
- Random selection - 516
 - This represents roughly half the total of each EEO group: 46% of Skilled Crafts, 48% Secretarial/Clerical, 51% Service Maintenance and Classified Professional, and 52% of Technical Paraprofessional.
- **Response** – 327 or **63%** (57% paper, 66% electronic) - 278 full time, 46 part time
 - Service Maintenance 39% of random selection responded
 - Skilled Crafts 83% of random selection responded
 - Technical Paraprofessional 53% of random selection responded
 - Secretarial Clerical 75% of random selection responded
 - Classified Professional 64% of random selection responded

It should be noted that staff members, not randomly selected, were so keen to participate that they offered information independently (not included here)!
- The age, sex, FTE, average years’ service, and longevity of the respondents were in direct proportion to the demographics of the total MSU classified workforce.
- Based upon the excellent response rate, and 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.

Conclusions

1. 85% of full time staff supplement their MSU salary in some way.
2. 37% of full time staff work more than one paying job.
3. On average about 15 hours per week are spent in simultaneous employment.
4. Half of the full time staff in simultaneous employment is below the age of 46 with the largest proportion being between 30-45 years of age. Those working another job (38% male) remain roughly in gender proportion with the MSU classified workforce (36% male).
5. Full time staff working multiple jobs have worked at MSU an average of 8.6 years (the FY05 classified workforce average for .5FTE positions or greater was 8.28 years).
6. 57% of staff have some longevity and 28% have served MSU for 15 years or more (FY05 MSU classified workforce figures for .5FTE positions or greater are 53% and 20% respectively).
7. Participants were asked to indicate whether they utilized subsidies other than working another job (overtime, family overtime, loans, renting out rooms, enrolling for services). Many described additional subsidies categorized here as “other” and representing the 6th option. Such “other” suggestions included various means from reliance upon alimony to drawing upon savings, and from forced, strict domestic frugality to continued parental support.
 - a. 81% of full time staff *who work another job* also utilize a combination of up to 4 of these other 6 subsidy choices
 - b. 47% of full time staff deny working another job, but own to utilizing a combination of up to 4 of these other 6 subsidy choices
8. 15% of full time staff do not subsidize their MSU salary in any way.
9. Less than 1% of staff live within one mile of MSU. The average commute is 10 miles each way (median 4.5 miles).

(responses of full time staff)	Yes	No	Didn't Answer
Are you currently employed in more than one paying job?	37%	61%	2%
Do you subsidize your MSU salary in any way (including other paying jobs)?	85%	15%	
If NOT working another job, do you subsidize in other ways?	47%		
If WORKING another job, do you also subsidize in other ways?	81%		

Supplementing Staff Salaries:
a CEPAC Survey, 2006

DEMOGRAPHICS

MSU classified total at 12/15/05		# randomly selected	
262	service maintenance	134	51%
50	skilled crafts	23	46%
226	techparaprofessional	118	52%
310	secretarial clerical	150	48%
180	classified professional	91	51%
<u>1028</u>		<u>516</u>	

516 staff were invited to participate:		Response:	% of total	% of group
364	electronically	240	47%	66%
<u>152</u>	on paper ¹	<u>87</u>	17%	57%
		327		

Overall response rate: 63%

Full Time (FT) = 278 / 327 respondents and
Part Time (PT) = 46 / 327 respondents where 322/327 were .5 FTE or greater

"MSU classified total" (1,028) as supplied by Banner 12/15/06.

Other "workforce" demographics taken from a Fall 2005 snapshot of the personnel file showing 1,118 classified staff

Age/Sex by FTE

Workforce	age	sex	Total	FT	Didn't answer	PT
	Didn't answer		3	2		1
	Didn't answer	f	6	5		1
	Didn't answer	m	1	1		
2 (0%)	under 21		0			
170 (15%)	21-29	42 (13%)				
	21-29	f	29	24		5
	21-29	m	13	11		2
315 (28%)	30-45	94 (29%)	1			1
	30-45	f	63	48		15
	30-45	m	30	28		2
379 (34%)	46-55	106 (32%)	2	2		
	46-55	f	73	59	1	13
	46-55	m	31	31		
252 (23%)	56+	75 (23%)	4	1	1	2
	56+	f	47	42	1	4
	56+	m	24	24		

327

Sex by FTE

Workforce	sex	Total	FT	Didn't answer	PT
	Didn't answer	10	5	1	4
720	f	218	178	2	38
398	m	99	95		4
		1118			

EEO	Total Of ID	FT	Didn't answer	PT
Didn't answer	17	15		2
CP	58	45		13
Sec/Cler	112	93		19
Skilled Cr	19	19		
Serv Maint	58	54	2	2
Tech Para	63	52	1	10

Dept	Total	FT	Didn't answer	PT
Didn't answer	14	10		4
academic	49	38		11
admin	56	51	1	4
auxiliary	18	16		2
facilities	55	54	1	
other	60	51		9
research	25	17		8
res life	28	25	1	2
student				
services	22	16		6

¹paper surveys sent to those identified as not regularly using email (mostly within serv maint, skilled crafts and those whose email address could not be located)

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Years Service at MSU

Years	Total	FT	Didn't answer	PT
Didn't answer	8	7		1
<1 year	16	15		1
1	26	24		2
2	40	36		4
3	21	16		5
4	30	24	1	5
5	23	20		3
6	20	15	1	4
7	9	7		2
8	11	8		3
9	8	8		
10	12	10		2
12	6	3		3
13	2	2		
14	5	4		1
15	12	9		3
16	13	13		
17	9	6		3
18	9	8		1
20	5	4		1
21	1	1		
22	2	1		1
23	8	8		
24	3	3		
25	5	4		1
26	4	4		
27	2	1	1	
28	4	4		
29	3	3		
30	1	1		
31	1	1		
32	2	2		
33	1	1		
34	2	2		
35	1	1		
38	1	1		
39	1	1		

av = 9.8 yrs MSU classified total FY05 = 8.28 yrs
FT staff av = 10 yrs

Longevity: survey 186 respondents 5+ yrs or 57% MSU classified total .5 FTE+ FY05 53%
survey 90 respondents 15+ yrs or 28% MSU classified total .5 FTE+ FY05 20%

FULL TIME RESPONSES years' service at MSU & working another job?

Years	Total	Didn't answer	no	yes
Didn't answer	6		3	3
<1 year	13	0	10	3
1	24		11	13
2	36		24	12
3	16		9	7
4	24		14	10
5	20		13	7
6	14	1	8	5
7	7		3	4
8	8	1	3	4
9	8		5	3
10	10		5	5
12	3		2	1
13	2		2	
14	4		3	1
15	9		6	3
16	13		10	3
17	6		4	2
18	8		5	3
20	4		2	2
21	1			1
22	1		1	
23	7		5	2
24	3		2	1
25	4		2	2
26	4		2	2
27	1		1	
28	4		3	1
29	3		1	2
30	1		1	
31	1		1	
32	2	1	1	
33	1		1	
34	2		2	
35	1			1
38	1		1	
39	1		1	

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WORKING MULTIPLE JOBS Not everyone who answered yes to working more jobs, specified off campus hours
Of 94 FT responses (as not all respondents specified # hours) average hours worked in other jobs were was 15

Are you currently employed in more than one paying job?

	Total	FT	Didn't answer	PT
Didn't answer	5	4	1	
no	200	170	2	28
yes	37% 122	37% 104		18

In a typical week how many paid hours to you work off campus?

Hours	Total	FT	Didn't answer	PT
Didn't answer	84	75	3	6
Zero	131	109		22
2	2	2		
3	3	3		
4	2	1		1
5	5	5		
6	3	3		
8	7	5		2
9	1	1		
10	21	17		4
12	2	2		
13	1	1		
14	1	1		
15	13	9		4
16	5	4		1
17	1	1		
18	1			1
20	29	27		2
22	1	1		
25	7	6		1
28	1	1		
30	4	2		2
36	1	1		
40	1	1		

FULL TIME REPOSSES age by do you work another job?

age	Didn't answer	no	yes
Didn't answer	6	0	6
21-29	35	21	14
30-45	76	38	38
46-55	90	3	57
56+	66	45	21

WORKING MULTIPLE JOBS and SUBSIDIZING SALARY IN OTHER WAYS

84 FT respondents with another job also utilize up to 6 other options:

options:	1	2	3	4	5	6
	34	27	16	7	0	0

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RESPONDENTS SUBSIDIZING THEIR MSU CLASSIFIED SALARIES

With overtime

	Total	FT	Didn't answer	PT
No	228	188	1	39
Yes	99	90	2	7

Taking out loans (other than auto or mortgage)

	Total	FT	Didn't answer	PT
No	241	202	3	36
Yes	86	76		10

Utilizing services (eg. food stamps, WIC, etc)

services	Total	FT	Didn't answer	PT
No	307	259	3	45
Yes	20	19		1

Family members working overtime

	Total	FT	Didn't answer	PT
No	197	170	2	25
Yes	130	108	1	21

Renting out rooms at home

	Total	FT	Didn't answer	PT
	292	247	3	42
ON	35	31		4

104 FULL TIME respondents
reported subsidizing using multiple jobs and up to 6 other options²:

otherjob	1 option	2 options	3 options	4 options	5 options	6 options
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20 job only						
84 job plus	34	27	16		7	
131 no job but utilizing other options:	68	45	19		2	

7%	20 subsidizing by working another job
30%	84 subsidizing by working another job and utilizing other options
47%	131 not working another job but utilizing other options
15%	43 not subsidizing at all
100%	278 full time respondents

² The Six Option Definitions:

Overtime

Family overtime

Loans

Renting rooms

Services

Other:

Alimony

Carpooling

Child support

Domestic frugality

Family support

Gambling

Parental support

Second pension

Self employed - counted as 2nd job when respondent admitted to working another job, but counted as "other" when respondent denied working another job

Savings/investment income

Spousal support