

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

AS-58-79/BC
March 6, 1979

RESOLUTION REGARDING MANDATORY SALARY SAVINGS

- WHEREAS, California Polytechnic State University, San Luis Obispo, is required to meet a pre-determined level of "savings" from the salaries and wages appropriation each fiscal year, and
- WHEREAS, this requirement currently amounts to 1.1% of instructional faculty salaries and wages and 3.1% of all other salaries and wages, and
- WHEREAS, there has been a declining rate of personnel turnover with the result that for the 1978-79 fiscal year campus program managers have been forced to meet over 40% of their required savings obligation by freezing faculty and staff positions, and
- WHEREAS, even the proposed 1.1/3.1% requirement could not have been met this year without intentionally freezing some positions or substituting salary savings with operating expense and equipment savings, and
- WHEREAS, as the personnel turnover rate decreases, the University's salaries and wages base increases (as incumbents move up the salary scale by promotions, reclassifications, and MSAs), thereby increasing the campus salary savings requirements, and
- WHEREAS, the long-term effect of reduced faculty positions and a decrease in operating and equipment expenses will have an especially severe impact on this University's "polytechnic" programs, therefore be it
- RESOLVED: That this University's Salary Savings requirements be adjusted each year to match salary savings created by normal turnover and not be tied to an arbitrary percentage figure.

APPROVED

MARCH 27, 1979