



COMMUNIQUÉ

NOVEMBER 10, 2021

CSU AND CSUEU PARTNER ON COMPREHENSIVE SALARY STUDY

The California State University (CSU), the California State University Employees Union (CSUEU) and Teamsters Local 2010 are pleased to announce the awarding of a contract to Mercer Consulting on October 25, 2021, for a comprehensive salary study. The contract is the result of a joint effort by CSU and CSUEU in successfully securing funding in the 2021 State Budget ([Senate Bill 129](#)) for an independent evaluation of the salary structure of non-faculty staff.

“This collaborative approach, supported by third-party data, strengthens our position to the state Legislature,” said Evelyn Nazario, CSU Vice Chancellor for Human Resources. “It is our hope the study will increase awareness of, and ultimately support for, adequately funding budgetary needs to sustain the CSU’s greatest asset – our employees – now and in the future.”

CSUEU President Catherine Hutchinson, CSUEU Executive Director Jim Philliou, and Teamsters Skilled Trades Director Drew Scott, along with Systemwide Human Resources staff, served on the committee that drafted the scope of work in the Request for Proposals, and evaluated the bidders.

Mercer is an international consulting firm with deep expertise in employment services, including compensation. Additionally, Mercer has a proven track record of working on labor management projects and has the resources to conduct the study on the expedited timeline established by [Senate Bill 129](#).

The study will evaluate existing salary structures and issues of salary inversion as well as providing 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.

Mercer will produce its first draft report by mid-March 2022. CSU Chancellor Joseph I. Castro will then report the recommendations of the report to the State Director of Finance and the Chair of the Joint Legislative Budget Committee for their review and consideration, as required in [Senate Bill 129](#).

“This study should finally provide a data set, produced by a third party, on which we can all agree. The data will guide and inform both sides as we negotiate an equitable pay structure which employees will move through in a predictable fashion,” said Catherine Hutchinson, CSUEU President. “We are gratified to see the progress we can make together when employees and the university collaborate to pursue common goals.”