

**FINAL REPORT TO THE ACADEMIC ASSEMBLY COUNCIL ON
SALARY AND COST OF LIVING ISSUES FOR COOPERATIVE EXTENSION
ADVISORS**

Welfare and Benefits Subcommittee
Respectfully Submitted May 20th, 2003
Barbara Reed, Chair

1) Compensation

SUMMARY:

Previous discussions related to salary equity for Cooperative Extension Advisors focused on finding “comparable groups” or institutions for comparison. This was covered in the University of California Cooperative Extension Advisor and Specialist Salary Study conducted in 1995-96. According to that report, “there was no clear match found of the duties and responsibilities assigned to UCCE advisors with any other identified positions at the Comp 11.”

While that report established UCCE advisors did not have a peer group, it did not address issues related to salary growth over time for persons with similar duties and responsibilities outside of the Comp 11. The AAC Benefits and Welfare Committee spent the last 4-5 months of 2002 gathering information about salary growth for the years 1996 through 2001, both within the University of California and in a variety of employment sectors/job titles that could be held by people with a similar skill set and level of responsibility as UCCE advisors.

In all comparisons noted, UCCE Advisors fell far behind all other job classifications examined, for salary increases over time for the period 1996 to 2001. This was a limited project, done without funding augmentation to the Benefits and Welfare Committee. The committee recommends that a more comprehensive examination of this issue be initiated by the Academic Assembly Council either with AAC funding or through the Academic Personnel Office of the Division of Agriculture and Natural Resources.

a) University Salary Growth and commitment to competitive wages

In the AES Currents newsletter of August 9th, 2002, Neal Van Alfen reported on the budget, including salary information. He reported that the staff salaries had increased 23.4 percent and faculty salaries had increased 17.8 percent between 1998-99 and 2001-02. In the report on the budget from President Atkinson, November 2002, he stated “... we must provide salary increases for staff and faculty so that we do not fall further behind the market. Competitive salaries are key to quality - we must prevent further salary erosion and also begin to close the salary gap.” **During this same period (98-02), Cooperative Extension Advisor salaries increased an anemic 6.2 percent.** Table 1 shows the divergence in salary growth for Cooperative Extension Specialists and Advisors between 1996 and 2001. Laosheng Wu reported on UC SRA salary information obtained from

UCR Payroll. The percent change from '99 to '01 was 6% – 12 %, with the biggest increase occurring from '99 to '00.

President Atkinson reiterated his November message in his budget report on 4/15/03. He stated that, "maintaining competitive compensation for faculty and staff remains a high budget priority for UC....." This was further emphasized by Vice President for Budget, Larry Hershman. In the same communication, Hershman said that, "system-wide faculty salaries are expected to lag U.C.'s comparison institutions by approximately 9 percent next year, and that this continued erosion of competitive faculty compensation is putting real pressure on the University's recruitment and retention efforts. He also noted that faculty undergo extensive peer reviews every three years to determine merit and promotion status, and that a serious inequity would occur for the one-third of the faculty scheduled for review in a given year if faculty merit increases were not paid in that year. Cooperative Extension Advisors are no different from any other academic classification within the UC when it comes to being competitive in the marketplace. The data presented below shows UCCE Advisor salary growth lagging behind all other groups surveyed.

b) Outside of UC

i) Department Heads: Barbara Reed collected information on this group. As equivalent positions to County Directors, Glenn County Department Heads had an increase in salaries between 1996 and 2002 averaging 32.2% (Table 2). This salary increase brought County employees' salaries in line with surrounding counties. An inquiry into State Labor Market information for the general search "department heads" found the following information. The mean annual wage for general and operations managers for 2001 is \$87,462. The description follows below:

(1) General and Operations Managers (SOC 11-1021)

Plan, direct, or coordinate the operations of companies or public and private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Include owners and managers who head small business establishments whose duties are primarily managerial.

ii) Agriculture Biologists- County positions: Barbara surveyed a limited number of Counties to find the change in salary over time for Agricultural Biologist positions. These positions generally require a B.S. as well as licensing (and several years of experience for the higher steps). For the counties that responded, increases were between 4-5% per year between 1997 and 2002.

- iii) Human Resources Personnel: Dorothy Smith examined public health nutritionist (Table 3). salaries in Arizona and public health physician's salary nation wide. She also contacted several California County Health Departments. Most had information about current salaries. Historical data was not readily available but could be obtained via a written request. In her discussions with Human Resource staff regarding salary, they indicated that salaries were adjusted approximately every two- three years to stay level with the current market (not COLA). Follow-up calls requesting how this market adjustment was determined revealed that in 90% of the cases "in-house staff did a very informal market salary survey."
- iv) Youth Development Personnel: Marilyn Johns provided data on similar positions for those working with youth, including educators in the Public School Systems and Park and Recreation Departments that do youth development programming and found salary growth averaging 5-6% per year (Table 4).

Table 1.

| Growth in Specialist and Advisor Salaries between 1996 and 2001. | | | |
|---|-------------|-----------------------------------|--------------------------------|
| | | % Specialist Salary Growth | % Advisor Salary Growth |
| | Step | 1996-2001 | 1996-2001 |
| Assistant | 1 | 54.9% | 10.9% |
| | 2 | 55.2% | 10.9% |
| | 3 | 54.4% | 9.8% |
| | 4 | 54.9% | 9.6% |
| | 5 | 53.7% | 10.0% |
| | 6 | 52.5% | 10.1% |
| Associate | 1 | 53.6% | 9.9% |
| | 2 | 52.4% | 10.0% |
| | 3 | 52.8% | 9.9% |
| | 4 | 54.9% | 9.9% |
| | 5 | 54.3% | 9.7% |
| Full | 1 | 43.8% | 9.7% |
| | 2 | 44.2% | 9.9% |
| | 3 | 42.4% | 9.8% |
| | 4 | 41.2% | 9.8% |
| | 5 | 40.8% | 8.8% |
| | 6 | 40.5% | 8.8% |
| | 7 | 40.1% | 10.0% |
| | 8 | 36.3% | 8.8% |

Table 2.

| Glenn County Salary Changes 1996-2002 | | | |
|--|-------------|----------------|-----------------------------|
| | 1996 | 2002 | % increase |
| Agricultural Commissioner | \$54,028.00 | \$85,800.00 | 37.03% |
| Animal Control | \$30,576.00 | \$40,248.00 | 24.03% |
| Assessor | \$50,154.00 | \$80,412.00 | 37.63% |
| Building Director/Inspector | \$44,382.00 | \$65,561.00 | 32.30% |
| Probation | \$49,894.00 | \$78,416.00 | 36.37% |
| County Counsel | \$67,473.00 | \$100,630.00 | 32.95% |
| Director of Finance | \$53,846.00 | \$85,800.00 | 37.24% |
| Public Works | \$64,142.00 | \$91,104.00 | 29.59% |
| District Attorney | \$65,728.00 | \$91,104.00 | 27.85% |
| Health Services | \$65,832.00 | \$95,742.00 | 31.24% |
| Human Resource Agency | \$65,832.00 | \$95,742.00 | 31.24% |
| Personnel | \$52,702.00 | \$72,779.00 | 27.59% |
| Public Guardian | \$34,632.00 | \$50,356.00 | 31.23% |
| Sheriff | \$58,006.00 | \$89,273.00 | 35.02% |
| | | | |
| | | \$80,211.93 | 32.24% |
| | | Average Salary | Avg.increase all classes |

Table 3.

| Public Health Nutritionist Salaries in Arizona and Nationwide Public Health Physicians Salaries | | | |
|--|-----------|-----------|------------|
| Public Health Nutritionist | | | |
| | '97 | '02 | % Increase |
| Nut I | \$11.98 | \$15.16 | 20.97% |
| Nut II | \$13.70 | \$17.59 | 22.1% |
| Nut III | \$14.70 | \$18.94 | 22.38% |
| Public Health Physicians | | | |
| | '98 | '00 | % Increase |
| | \$120,810 | \$133,218 | 9.3% |

2) **REGIONAL COST OF LIVING ADJUSTMENTS**-Our committee was also charged with examining compensation models that are adjusted for geographic differences in cost of living. Marilyn Johns provided this information both from a private employer (FedEx) and online relocation calculators.

a) Salary Adjustments for Geographic Areas - FedEx

i) FedEx uses a market level program because prevailing local wage rates vary from one area to another. The program tailors FedEx wages to local rates.

ii) Determination data to establish appropriate market level:

- (1) Local Wage rates. A Prevailing Wage Rate Index is provided by the Economic Research Institute (ERI). Local rates are compared to national rates and a market level established. If the local wage rate is higher than the national average wage rate, the wage index would be a percentage of the national rate, and a market level assigned.
- (2) Competitor company wage rates, local recruitment and retention data, rates for existing neighboring staff, recommendations of local management
- (3) In certain premium market level designations, a geographic pay differential (GPD) for salaried employees is also given. It shows up as a separate pay line on the payroll check stub. It is identified as a percentage of salary, and tied to specific market level designations.
- (4) Data is adjusted quarterly. Cost of living is a factor that can influence prevailing wages in a local area, and thus adjust market level designation. Cost of living is considered as a factor, but the primary emphasis is on the overall prevailing wage rates of the local community.

b) Relocation Calculator Information

i) Compare cost of living in hundreds of cities, across states, etc.

- (1) <http://www.homefair.com/homefair/calc/salcalc.html>
- (2) <http://www.onlinerelocation.com/cola.htm>
- (3) <http://cgi.money.cnn.com/tools/costofliving/costofliving.html>
- (4) <http://www.news.cornell.edu/releases/May97/ilrwebsite.dg.html>

ii) One of the most interesting links sends browsers to the Salary Relocation Calculator supplied by the Center for Mobility Resources. The calculator compares cost of living figures for various cities. Here, browsers can enter the city and state in which they work and then their current wage. By clicking on another city, the Salary Relocation Calculator will compute how much money one needs to earn in that city to maintain a suitable quality of life. According to the Salary Relocation Calculator, \$75,000 in San Francisco is equivalent to \$40,000 in Syracuse, and a \$100,000 salary in Manhattan is comparable to one of \$36,444 in Mobile, Ala.

Table 4.
**Research in HR Area - 4-H Youth Development Advisor
 Similar Job Classifications**

| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 2000 | 2001 | 2002 | Difference (last less first) | Overall % change | # Years (first to 2002) | Change per year |
|--|--------|--------|------|--------|------|--------|--------|--------|---------|------------------------------------|------------------------|-------------------------------|--------------------|
| Recreation Director * Employer - City | 80,537 | | | 85,446 | | | | | 120,473 | 39,936 | 49.6% | 8 | 5.2% |
| Elem School Principal Employer - School District | | 56,910 | | 61,589 | | 72,782 | | 87,024 | | 30,114 | 52.9% | 7 | 6.3% |
| Education Director * County Office of Education | | | | 61,656 | | 64,188 | 73,788 | | 78,300 | 16,644 | 27.0% | 5 | 4.9% |

Notes

Figures are from salary schedules at lowest step. Education director position salary doesn't include health insurance contribution (reported at \$500-\$600/month employee cost).

Challenges/Barriers to Obtaining Information

1. No obtainable aggregate database across state.
2. Considerable variability within and across counties - each school district different and each city different
3. Historical data available only via personal visit to HR personnel.

Current salary and job description were obtainable via web sites, per specific city or school district. Information about salaries from previous years was much more difficult to obtain, requiring a personal visit to the HR Dept. of a school district or visit to city hall.

**TABLE 33
COOPERATIVE EXTENSION ADVISOR
FISCAL YEAR**

| <u>Rank</u> | <u>Step</u> | Years at <u>Step</u> | Salary Scale 10/1/00 | | Salary Scale 10/1/01 | |
|------------------------------|-------------|-------------------------|-------------------------|----------------|-------------------------|----------------|
| | | | <u>Annual</u> | <u>Monthly</u> | <u>Annual</u> | <u>Monthly</u> |
| Assistant Advisor | I | 2 | 38,400 | 3,200.00 | 38,600 | 3,216.67 |
| | II | 2 | 40,400 | 3,366.67 | 40,600 | 3,383.33 |
| | III | 2 | 42,400 | 3,533.33 | 42,600 | 3,550.00 |
| | IV | 2 | 44,500 | 3,708.33 | 44,700 | 3,725.00 |
| | V | 2 | 47,300 | 3,941.67 | 47,500 | 3,958.33 |
| | VI | 2 | 50,000 | 4,166.67 | 50,300 | 4,191.67 |
| Associate Advisor | I | 2 | 47,400 | 3,950.00 | 47,600 | 3,966.67 |
| | II | 2 | 50,100 | 4,175.00 | 50,400 | 4,200.00 |
| | III | 2 | 52,800 | 4,400.00 | 53,100 | 4,425.00 |
| | IV | 2 | 55,300 | 4,608.33 | 55,600 | 4,633.33 |
| | V | 3 | 59,500 | 4,958.33 | 59,800 | 4,983.33 |
| Advisor | I | 3 | 59,600 | 4,966.67 | 59,900 | 4,991.67 |
| | II | 3 | 63,900 | 5,325.00 | 64,200 | 5,350.00 |
| | III | 3 | 70,000 | 5,833.33 | 70,400 | 5,866.67 |
| | IV | 3 | 76,600 | 6,383.33 | 77,000 | 6,416.67 |
| | V | -- | 82,600 | 6,883.33 | 83,000 | 6,916.67 |
| | VI | -- | 89,900 | 7,491.67 | 90,300 | 7,525.00 |
| | VII | -- | 98,800 | 8,233.33 | 99,300 | 8,275.00 |
| | VIII | -- | 108,800 | 9,066.67 | 109,300 | 9,108.33 |
| | IX | -- | 118,200 | 9,850.00 | 118,800 | 9,900.00 |

Comp Group A80

**TABLE 34
SPECIALIST IN COOPERATIVE EXTENSION
FISCAL YEAR**

| <u>Rank</u> | <u>Step</u> | Years at <u>Step</u> | Salary Scale 10/1/01 | | Salary Scale 10/1/02 | |
|---------------------------------|-------------|-------------------------|-------------------------|----------------|-------------------------|----------------|
| | | | <u>Annual</u> | <u>Monthly</u> | <u>Annual</u> | <u>Monthly</u> |
| Assistant Specialist | I | 2 | 53,900 | 4,491.67 | 53,900 | 4,491.67 |
| | II | 2 | 56,800 | 4,733.33 | 56,800 | 4,733.33 |
| | III | 2 | 59,900 | 4,991.67 | 59,900 | 4,991.67 |
| | IV | 2 | 63,200 | 5,266.67 | 63,200 | 5,266.67 |
| | V | 2 | 66,400 | 5,533.33 | 66,400 | 5,533.33 |
| | VI | 2 | 69,700 | 5,808.33 | 69,700 | 5,808.33 |
| Associate Specialist | I | 2 | 66,500 | 5,541.67 | 66,500 | 5,541.67 |
| | II | 2 | 69,800 | 5,816.67 | 69,800 | 5,816.67 |
| | III | 2 | 73,800 | 6,150.00 | 73,800 | 6,150.00 |
| | IV | 3 | 78,400 | 6,533.33 | 78,400 | 6,533.33 |
| | V | 3 | 84,100 | 7,008.33 | 84,100 | 7,008.33 |
| Specialist | I | 3 | 78,500 | 6,541.67 | 78,500 | 6,541.67 |
| | II | 3 | 84,200 | 7,016.67 | 84,200 | 7,016.67 |
| | III | 3 | 91,300 | 7,608.33 | 91,300 | 7,608.33 |
| | IV | 3 | 99,000 | 8,250.00 | 99,000 | 8,250.00 |
| | V | -- | 107,400 | 8,950.00 | 107,400 | 8,950.00 |
| | VI | -- | 116,600 | 9,716.67 | 116,600 | 9,716.67 |
| | VII | -- | 126,500 | 10,541.67 | 126,500 | 10,541.67 |
| | VIII | -- | 137,000 | 11,416.67 | 137,000 | 11,416.67 |
| | IX | -- | 148,800 | 12,400.00 | 148,800 | 12,400.00 |