
TO: AP Executive Committee
FROM: AP Salary & Benefits Sub-Committee
SUBJECT: Annual Salary Adjustment
DATE: March 20, 2023
CC: AP Salary & Benefits Sub-Committee Members: Joel VanRavensway, Meagan Treadway, Chelsea Ridge, Libby Jawish, Jeff Trytko, Tammi King

Please consider this memorandum a reflection of the Administrative Professional (AP) Salary and Benefits Sub-Committee's support of the Faculty Salary & Budget Committee (FSBC) Annual Salary Adjustment Request for 2023-2024.

The AP Salary and Benefits Sub-Committee have discussed the FSBC memo and note the following merits:

1. We strive to support the university in maintaining a fiscally sound institution while appropriately paying employees. GVSU needs to retain current talent by providing competitive salaries and benefits.
2. The historical request may be difficult to achieve with the high level of inflation but given the pay freeze in 2020 and the challenges increased inflation has on employees, especially those with lower salaries, we support the recommendation.
3. We support the two-stage process for AP employees as all employees require a flat-rate increase and the second stage continues the normal merit process as the university faculty and AP staff expect.

The AP Committee strives to support GVSU in all endeavors. For GVSU to continue to thrive, all employee groups require additional compensation. We appreciate the opportunity for continued conversation to increase compensation for AP employees.