



August 16, 2022

The Honorable Connie Leyva  
Member, California State Senate  
1021 O St, Room  
Sacramento, CA 95814

**RE: SB 410 (Leyva) – Implementation of CSU Salary Steps – SUPPORT**

Dear Senator Leyva,

California State University Employees Union (CSUEU), representing 16,000 non-faculty staff across 23 State University campuses, strongly supports and is pleased to co-sponsor your SB 410, as amended on August 15, 2022, which will direct the California State University (CSU) to implement a merit-based salary step structure for non-faculty staff in accordance with the findings and recommendations produced by the CSU salary study funded by the Legislature.

In 2021, the Legislature allocated \$2 million to the CSU via SB 129 (Chapter 69, Statutes of 2021) to fund a salary study for non-faculty CSU staff to assess their wage structure and other issues. The independent consultant hired to conduct the study, Mercer, made several key findings upon its completion of the study in April 2022. Mercer identified significant wage compression, meaning that new hire salaries are often extremely close to salaries of senior staff. Mercer also performed a market assessment, which looked at regional public and private employers for similar occupations as well as higher education institutions in and out of the state and found that, on average, CSU staff salaries are 12% behind the market average with multiple job families being more than 20% behind the market average. To rectify these issues, Mercer recommended a 9-step salary system, which will help support wage growth and a living wage for the non-faculty staff at the CSU. Moreover, the salary step structure will significantly improve pay equity at the CSU, where both racial- and gender-based wage disparities were identified, as noted by the Sacramento Bee and LA Times in June.

The CSU has struggled to attract and retain talent, as wages have not kept up with the market rate and employees have faced growth potential challenges in their public service careers. The implementation of salary steps for non-faculty staff at the CSU will begin to correct wage issues that have persisted and worsened over the course of almost three decades. **For these reasons, CSUEU is pleased to support SB 410 and thanks you for authoring this important legislation.**

Sincerely,

Catherine Hutchinson  
President