

Resolution for a \$15/Hour Minimum Hiring Rate

Whereas, the University Council, according to statute, is tasked with “promotion of the general welfare of the University”¹; and

Whereas, every person employed by the University of Georgia, regardless of position, deserves to earn enough money to provide for themselves and their families; and

Whereas, the current minimum wage at the University of Georgia is \$13.22 per hour for regular employees; \$11.50 per hour for temporary employees; and \$9.50 per hour for student employees²; and

Whereas, approximately 1,895 employees working full-time for the University of Georgia currently make under \$15/hour or \$31,200/year³; and

Whereas, approximately 12% of full-time UGA employees are Black, yet 46% of full-time Black employees make under \$31,200 annually⁴; and

Whereas, about 2% of full-time employees are Hispanic/Latinx, but 23% of full-time Hispanic/Latinx UGA employees make under \$31,200 annually⁵; and

Whereas, in contrast, about 69% of full-time UGA employees are White, but less than 14% make under \$31,200 annually⁶; and

Whereas, women who are full-time employees made \$57,363 in 2020 per year on average, compared to \$75,153 for men, amounting to a \$17,790 gendered wage gap⁷; and

Whereas, compensation inequities are more egregious when both race and gender are considered; for example, Black women make up 8% of the full-time workforce, but 20% of all workers making under \$31,200⁸; and

Whereas, in short, people of color and women are concentrated in positions at UGA that do not pay a living wage⁹; and

Whereas, the Committee for Dismantling Systemic Racism is a permanent standing committee on the Staff Council; and President Morehead has committed the University of Georgia to racial

¹ “University Statutes.” Article V: The University Council. Accessed July 13, 2021. <https://provost.uga.edu/policies/statutes/>

² “University of Georgia Salary Increase Guidelines Fiscal Year 2020.” University of Georgia. Accessed Dec. 12, 2021 https://busfin.uga.edu/budget/pdf/Salary_Increase_Guidelines.pdf.

³ This analysis was done November 2020 based on ipeds data

⁴ *ibid.*

⁵ *ibid.*

⁶ *ibid.*

⁷ *ibid.*

⁸ *ibid.*

⁹ Such as Auxiliary Services and Facilities Management

inclusion, diversity, and justice; and Priority #2 of the UGA Diversity and Inclusive Excellence Plan is “recruiting and retaining a diverse workforce;” and

Whereas, the University of Georgia has special obligations to the Athens community as its largest employer, with the ability to set wage standards across the community; and

Whereas, Athens-Clarke County’s 37% poverty rate (28% adjusting for students) far exceeds the state’s 16% poverty rate, with 57.4% of Black households and 63.5% of Latinx households in Athens earning less than a living wage¹⁰; and

Whereas, MIT’s Living Wage Calculator considers \$14.40/hour a living wage in Athens for one adult without any dependents, \$15.42/hour a living wage for two working adults with one child, and \$28.03/hour a living wage for single-parent households with ¹¹obj; and

Whereas, average rental costs in Athens have risen 33% in the past four years,¹² yet USG employees have not received a cost of living adjustment (COLA) since 1990¹³; and

Whereas, the Athens-Clarke County Unified Government has already committed to raising their minimum wage to \$15/hour for all ACC employees¹⁴; therefore

Be it resolved that,

1. The Vice President for Finance and Administration be empowered to develop several possible compensation plans for raising the minimum hiring rate at the University of Georgia to \$15/hour or \$31,200/year by the start of the 2023 fiscal year, and \$20/hour or \$41,600 by the start of FY 2025;
2. The University of Georgia apply further increases to salaries under \$80,000 to address potential wage compression and inversion;
3. The University of Georgia implement annual cost of living adjustments for all employees starting FY 2023; and
4. Compensation be adjusted such that the lowest-paid University of Georgia employee will earn a salary from the University of Georgia which is at least 10% of the University’s highest-paid full-time employee, beginning in FY 2027.

¹⁰ “Pathways to Prosperity: Athens-Clarke County, GA.” February 1, 2019. Network for Southern Mobility Athens Team. <https://www.accgov.com/DocumentCenter/View/57882/NSEM-Final-Report>

¹¹ “Living Wage Calculation for Athens-Clarke County, GA” Glasmeier and the Massachusetts Institute of Technology. Accessed Dec. 12, 2021. <https://livingwage.mit.edu/metros/12020>

¹² “It’s time to end homelessness in Athens.” Athens Politics Nerd. May 6, 2021. <https://athenspoliticsnerd.com/housing-insecurity/>

¹³ Georgia General Assembly. University System of Georgia Employees; express support. 156th General Assembly, Senate Resolution 109, Introduced February 16, 2021. <https://www.legis.ga.gov/legislation/59699>

¹⁴ “Commission Passes Budget With Free Transit and \$15 Minimum Wage.” Flagpole Magazine. June 16, 2021. <https://flagpole.com/featured/2021/06/16/commission-passes-budget-with-free-transit-and-15-minimum-wage/>