What is the second biggest issue facing Classified Staff?

1. Fair treatment compared to professional staff, including equal benefits concerning compensation for the staff member and his family to take college classes.

2. The next biggest issue is pay increase. We have not had our salaries increase since 2007 and many of us are struggling to make ends meet. This significantly affects morale when the university has multi-million dollar initiatives and people can barely keep food on the table or afford gas money to drive in to work everyday.

3. The administration not knowing who the classified staff are and appreciating them.

4. We don't have the same benefits as professionals. So if we get less vacation time, sick time then in my opinion then professionals are treated better then State classified employees. Why in the past were classified forced to take furlough when professionals weren't? Not fair you ask the lower paid employee to get the short end of the stick. Step up to the plate and level the playing field. Treat everybody the same - value all work equally.

5. I feel it is unfair to allow departments to hire a new staff person from off campus and offer them a hirer pay (by step increase) and not afford a "transferred classified person the same increase. For example, a new hire as an AA2 making the same or more money as an AA3 working on campus for 2 or 3 years. It is almost as if a classified staff person is punished when being hired by another department. Just plain unfair.

6. Some classification titles and job descriptions are out of dated. Skilled technical positions are not an accurate match to the intent of the position held. Technology has advanced and the titles and pay scale offered currently can not compete with the private sector so filling these positions with skilled workers is a complicated process. There needs to be an over-all evaluation of classified technical staff positions and re-classifications.

7. Adequate funding for professional development, although I work at the library, and feel like we do a much better job of this than the rest of the campus.

8. Not promoting from within, giving opportunities to move up and progress.

9. Grant in Aid for dependents/spouse

10. Team work, no one works as a team. It seems everyone is out for themselves even in the same units. To much whispering and degrading each other. Not enough promotion with in a unit.

11. Not enough communication from the Campus Classified group

12. Raises

13. Progression.

14. No one represents us.

15. making it financially on our salaries

16. Respect of professional staffers

17. Professional Development

18. Professional Development

19. feeling part of the UNLV community
20. Health insurance
21. Cheaper insurance
22. furloughs
23. Treatment
24. Furloughs, Pay, Longevity Pay, Retirement (its been ~7 years!)
25. Lack of wages. No cost of living increase over 5 year period.
26. Lack of promotions.
27. no raises
28. Better paid
29. lack of advancement opportunities
30. Getting the Grant-In-Aid passed by the legislature so that spouses and dependents are able to take advantage of the benefit. This would help to keep students in Nevada and also the cost.
31. Increase in responsibilities
32. We need our longevity pay. We need the computer loan program to come back.
33. insurance
34. Low salaries and caps after only 10 years.
35. Unprofessional administrators/supervisors (no people skill, bulling)
36. Health Insurance.
37. Classified staff have had to deal with furlough days for many years and it is a financial hardship.
38. Working outside of NPD-19/15
39. I don't know.
40. Low pay
41. Equity in the NSHE Grant-in-aid program. Dependents and spouses / domestic partners of classified staff are not eligible to use Grant-in-aid, but part-time academic faculty enjoy much greater benefits.
42. Too many staff have left, and the work is spread around, adding to already heavy workloads
43. Our pay is lower than that of counterparts in County and Northern Nevada. we pay the same medical premiums as Northern Nevada, yet they get paid more than we do?????? Does this sound in any way fair. My premiums have gone from $250 to $550 in the last few years. Our pay keeps getting cut and everything else keeps going up. Someone please explain to me why the State in employees in the South have to help the State employees in the North pay for their insurance.
44. When a staff person retires or moves to a different employer, the open position is advertised for 50% less without a decrease in the workload. The end result is the newly hired person just looks for another position that pays equitably for the work. This has a negative impact on the integrity of UNLV's infrastructure.

45. Many employees and contractors are not held accountable.

46. benefits

47. n/a

48. longevity pay

49. The severe erosion of our pay. We have had furlough and no COLA even through a period of inflation. And nobody but our union seems to notice or care or advocate.

50. Health Insurance

51. Getting your voice heard to the classified council

52. Raises

53. Workload

54. Grant in aid does not cover anyone other than the staff member, I would like to have the grant extended to family members to benefit the campus community.

55. We can't do anything about the reserved spot problem on campus (empty reserved parking as far as the eye can see but you have to be dean or above to buy a spot) At least sell some to professors or professional staff.

56. unfair workload practices - more on us so that faculty/administrative faculty can have more time to "add" to their merit justification list need to consider that we may already be overloaded

57. see above

58. The Classified staff has had a lot of pay cuts, insurance hikes (went from 177 to 500 monthly premium since 2007- family hmo plan), now PERS increase and cost of living has not been returned while Faculty members did not receive paycuts during the same time period. The general consensus from Classified staff is they are under paid, under appreciated and overworked. In my department alone we went from having 6 staff members to 4 and there are no intentions of hiring more. Yet funding is increasing and so does the paperwork. We are expected to do more with less. I personally don't think it is done intentionally but we are overlooked as a whole and feel left out. Moral is low and it will be difficult to handle if more cuts are to come.

59. unpaid days off

60. Finding equality in resources for our families in health and educational benefits. Too late for pay. We are dead men walking.

61. Too few opportunities for classified staff to receive promotions without having to become professional. Not all staff want to become professionals.

62. Less classified staff to do the same, or more, work.

63. Disparity between treatment of classified staff and professionals/faculty
64. Figuring out administrative procedures from an administrative standpoint. Training is good but department websites with correct information and links are sometimes lacking.

65. Managers/ supervisors not being fair in reviewing job performance. Can you imagine a classified employee who performed a professional's job duties for four months yet getting a bad evaluation? Managers especially Business Managers in this campus need to be watched closely, not just of transfer of funds or justifiable expenses but also for their treatment of classified employees.

66. That we have to pay for parking.

67. Grant in Aid

68. Medical Cost

69. Medical

70. Finances -- furloughs, lack of merit increases/longevity pay, increasing health care costs and increasing fees for the parking space hunting license/permit.

71. Furloughs

72. Unfair treatment and retaliation

73. The impact of state budget challenges.

74. Not given enough credit, compensation, appreciation, when without classified faculty and higher administration positions would not be successful.

75. The unfairness that derives from the disproportion between the workload and salaries

76. Reduction of health benefits vs. cost of benefits,

77. Job inequities

78. Return to previous wages

79. salaries

80. Dependents cannot receive grant-in-aid (tuition assistance). If we want our children to fare better than we have (see #1 above), wouldn't it make sense that they, like our professional counterparts, receive this benefit?

81. We are treated as less than on this campus. Once a year they tell us HOW GREAT WE ARE at our 1 luncheon each year. But in reality we are not treated well on this campus.

82. Age of buildings and overall condition of some of them.

83. furloughs and step increases

84. The insurance that is now offered is the next issue facing classified staff. First the paychecks are tapped into, and then insurance premiums are raised. Everything, including insurance, goes up but no pay. Should we stop taking prescriptions and/or feeding our families?

85. If a classified employee runs an area on their own and they ask for additional student help...it's something
that is truly needed. Just as much as the AD asking for another professional staff member to take on helping with workload.

86. Obtain funding for professional development.

87. We're caught in limbo...between the State and NSHE. We follow two sets of policies and procedures.

88. No pay raise

89. Every new job opening is going from classified (who held the previous position) to professional. The professionals are not staying too long because they don't want to do "data entry" type of work.

90. I think fear of being able to speak our minds without retaliation is a big concern. Even as I take this survey I wonder if my statements will come back to bite me. (Clearly, by completing this survey, I'm a true Rebel)

91. Flexible schedules.

92. 

93. Lack of appropriate compensation for amount of work and quality of work performed. The state budget CANNOT be balanced on the backs of state workers-specifically classified staff. Look at what has happened over the last 5-6 years and see the negative economic impact it has had on the hardest working class-the classified staff members.

94. working conditions, equipment broke down, and buildings we work in wore out.

95. Understaffed. Larger workloads. The staff works very hard and diligently however I've watched the steady decline of our campus as far as cleanliness, maintenance and appearance.

96. Cost of health care

97. unequal job task distribution

98. Some Chairs look the other way when professors do things they shouldn't. We are not babysitters for children or pets and we do not run errands for them. We also have to say "No" when they want to do something that is against UNLV policies or NSHE regulations and we are not always supported when we do.

99. Funding for education.

100. Being able to afford the higher cost of health care with

101. It is absolutely great when you have a good supervisor but when supervisors are changed without you having any input and a newcomer treats you bad, I feel you loose interest for the job you do. My current supervisor brought the best out in me while the one before made me want to quit my job.

102. The lack supervisory support to move upward in my division

103. We have been in a pay freeze for 7 years.

104. Benefits we don't have same educational opportunities for our kids.

105. No incentives for early retirement.

106. We are unable to negotiate a fair salary if we are offered another position outside of the college. Unlike
faculty members who an negotiate a raise based on a possible change in employment.

107. Zero management, and do not listen to subordinates. Nobody dares speak for fear.

108. money

109. Parking,

110. furlough, longevity pay

111. See #2

112. Having to work with chain of command, stops many things from getting past just an immediate supervisor.

113. Morale

114. understaffing