

**AS Wage Budgeting Proposal**

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**Gabe Wong & Keara Ryan**

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**Proposed action:**

The AS finance council adopts a uniform wage budgeting system across all wage-paying budgets by end of FY24

**Summary of idea:**

The AS currently has a broad spectrum of ways that it handles wage budgeting. E.g., listing maximum hours and budgeting at historical actuals, listing a range of hours and budgeting at the maximum, listing maximum hours and budgeting at maximum but then arbitrarily cutting that calculated number.

The inconsistency between budgets makes it hard to compare budgets and hard for employees and supervisors to effectively implement the budget throughout the year.

Our request is that the AS budgets around expected hours and lists those expected hours on position descriptions (average, range, etc.). Throughout the year, the employees and supervisors would work to keep hours within the budgeted expected hours and adjust workload accordingly.