

BUDGET PROPOSAL CONTACT INFORMATION

Department Name: Associated Students of the University of Washington Tacoma (ASUWT)

Create Date: 02/06/2026

Due Date: 02/06/2026

Submitter Name: Samuel Pena-Rojas

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Department Head Approval:

Department Head: Conor Leary

Requested Amount: **\$14,395**

Departmental Information

STUDENT UTILIZATION

Aligning ASUWT's hourly pay with a \$21/hour minimum pay benefits students by maintaining stable and continuous SAF-funded programs and services. Student employees support key functions such as outreach, communications, event planning, data gathering, committee assistance, and advocacy tasks, allowing ASUWT to better serve the student body.

Offering a competitive hourly rate reduces turnover, helps retain experienced student staff, and decreases service disruptions caused by frequent onboarding and training. Many student employees depend on campus jobs to manage both academics and finances. Matching pay to the local standard ensures these roles remain accessible to students from varied socioeconomic backgrounds.

This approach ultimately sustains student services, not by increasing internal pay, but by safeguarding the capacity and consistency of vital staff-supported operations.

CORE VALUES/MISSION ALIGNMENT

The \$21/hour pay alignment supports UW Tacoma's Strategic Plan by promoting student well-being and creating an accessible, equitable campus. Student well-being is closely linked to financial stability, and offering fair, competitive pay helps students stay enrolled, lowers financial stress, and better manages work and academics.

This is especially crucial for working students, commuters, first-generation students, and those from underrepresented backgrounds. From an equity standpoint, competitive pay influence who can participate in student leadership and campus jobs.

Matching pay to the standard removes financial barriers that often exclude less-resourced students, ensuring that ASUWT employment opportunities remain inclusive and aligned with the Strategic Plan's focus on equity and student-centered decisions.

SAF-FUNDED PROGRAM OR SERVICES GOALS AND OUTCOMES

ASUWT's SAF-funded objectives depend on a stable, capable student workforce to carry out advocacy efforts, support task forces, organize programming, and ensure institutional continuity. Hourly student workers play a crucial role by providing operational support that allows student leaders and committees to operate smoothly.

Without offering competitive pay, ASUWT risks higher turnover, loss of institutional knowledge, and service gaps. These issues can hinder program rollout, lessen outreach effectiveness, and impair ASUWT's ability to respond swiftly to student needs.

The proposed \$21/hour pay helps maintain long-term program success by retaining trained staff, boosting operational efficiency, and ensuring SAF-funded initiatives continue to produce measurable benefits for students.

STUDENT UTILIZATION (COMPARISON OVER PAST 2 YEARS)

Over the past two years, student engagement with ASUWT services has grown, especially in advocacy, task force involvement, surveys, and legislative activities. This surge has increased operational demands on the student workforce.

As participation rises, maintaining a consistent staff becomes essential. Hourly student workers help with logistics, communication, and coordination to support a larger, more active student body.

Offering competitive pay helps ASUWT meet this need without sacrificing service quality. Higher usage makes workforce stability vital for ongoing student access to ASUWT services.

COLLECTION OF FEEDBACK & IMPROVEMENTS

ASUWT depends on hourly student staff to handle feedback collection via surveys, forums, event registration, and attendance tracking. These tasks are crucial for evaluating program success and addressing student feedback.

Consistent staffing maintains steady data collection and helps student workers become skilled in assessment methods and engagement tactics. High turnover causes interruptions and hampers ASUWT's ability to identify trends over time.

By promoting retention with competitive pay, the \$21/hour pay aligns with ASUWT's ongoing improvement efforts and responsible management of SAF funds.

SERVICE BENEFITS TO STUDENTS

The \$21/hour minimum pay is a crucial investment because it reinforces the foundation that allows ASUWT to serve students effectively. Instead of funding new initiatives, this request ensures that current programs stay accessible, reliable, and equitable.

This pay adjustment reflects Tacoma's local minimum wage standards and recognizes that UW Tacoma is the only UW campus currently with a lower threshold for student employment. Addressing this gap promotes fairness across campuses and within UW Tacoma's student workforce.

By investing in fair pay, ASUWT guarantees that student employment remains a feasible option for a diverse student body, while also protecting the quality and consistency of SAF-funded services that benefit all students.

Staff Budget Requests

Category	Details	Amount Requested
Student Staff ³	Wage increase for hourly positions to \$21/h	E001
	Student Staff Wages:	\$12,388
	Fringe @ 16.2%:	\$2,007
	PERSONNEL TOTAL:	\$14,395

Other Budget Requests

Category	Details	Amount Requested
	SUPPLEMENTAL TOTAL:	\$0

PERSONNEL TOTAL:	\$14,395
SUPPLEMENTAL TOTAL:	\$0
COMPLETE PROPOSAL TOTAL:	\$14,395

Supplemental Documents



ASUWT HOURLY PAY INCREASE BREAKDOWN

The left side contains the total costs for maintaining hourly positions at the same pay versus the right that showcases the increase minimum pay to \$21/hr