



SHRM Guam Chapter Members - Minimum Wage Impact Survey

Presented By:

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SHRM Guam Chapter

President

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Background - SHRM National & Guam Chapter

- SHRM National
 - Founded in 1948, the Society for Human Resource Management is the world's largest HR membership organization
 - 275,000 members in over 160 countries
 - More than 575 affiliated chapters within the US, and subsidiary offices in China, India and United Arab Emirates
- SHRM Guam Chapter - volunteer organization
 - Founded in 1990, Western Pacific Human Resources Association
 - Later changed to SHRM Guam Chapter to align with SHRM National
 - 11 Board of Directors
 - 1 State Council Director overseeing Guam and NMI
 - 164 Members strong and growing

SHRM Guam Chapter

- Purpose and Commitment:
 - To promote the continued professional development and awareness of all human resources issues to its members
- By:
 - Providing network opportunities
 - Expanding one's knowledge, skills, and abilities with training sessions on various HR and Business related topics
 - Volunteer opportunities to enhance one's leadership skills
- How?
 - Monthly Breakfast Sessions
 - Annual Conference

- Why?

- SHRM Guam wanted to hear from our members what impact, if any the change in minimum wage has had and what future impacts there could be for their organization should minimum wage increase again

Survey Results

Q1: What Industry is your company in?

Answer Choices	Responses	
Services	16.16%	16
Finance/Insurance/Real Estate	8.08%	8
Retail	9.09%	9
Wholesale	3.03%	3
Hotel/Restaurant	21.21%	21
Education	5.05%	5
Medical	4.04%	4
Legal	3.03%	3
Transportation	3.03%	3
Construction	2.02%	2
Government - Local	9.09%	9
Government - Federal	0.00%	0
Agriculture	0.00%	0
Telecommunication	5.05%	5
Other (please specify)	11.11%	11
Total		99



Answered: 99 Skipped: 0

Q2: How many employee's does your company currently employ?

Answer Choices	Responses
1-10	5.15% 5
11-25	6.19% 6
26-50	12.37% 12
51-100	16.49% 16
101-150	8.25% 8
151-200	8.25% 8
201-250	1.03% 1
251-300	6.19% 6
301-350	7.22% 7
351 or more	28.87% 28
Total	97

- Answered: 97 Skipped: 2

Q3: Has your company had to change its staffing strategy?

Answer Choices	Responses	
Yes	32.97%	30
No	67.03%	61
Total		91

- Answered: 91 Skipped: 8

Q4: Do you have more part-time employees than full-time after the change in minimum wage?

Answer Choices	Responses	
Yes	16.85%	15
No	83.15%	74
Total		89

- Answered: 89 Skipped: 10

Q5: Has the increase affected the benefits that you offer your employees?

Answer Choices	Responses
Yes	7.95% 7
No	81.82% 72
If yes, how?	10.23% 9
Total	88

- Answered: 88 Skipped: 11

Q5: Has the increase affected the benefits that you offer your employees? Responses

- Insurance change to something cheaper
- Medical care; cut hours
- Cutting down annual increases from 2% to 1.5%/taking out 90day evaluation increase/cutting of hours when business is slow
- Higher percentage in employer contributions for employee benefits
- Any time the minimum wage increases, it impacted the funding, budget request will increase for such gov't agencies in order to continue to provide services/operation
- Increase in medical coverage & decrease in salary due costs
- Decrease in employer share
- We had to revisit the number of paid leave given for specified years of service. As well as, holidays paid out during the calendar year.
- Annual merit increase will reflect very low % compared to previous years

Q6: Due to the change in minimum wage, did your company change the job expectations for jobs that were impacted by the minimum wage?

Answer Choices	Responses
Yes	9.09% 8
No	80.68% 71
If yes, how?	10.23% 9
Total	88

- Answered: 88 Skipped: 11

Q6: Due to the change in minimum wage, did your company change the job expectations for jobs that were impacted by the minimum wage? Responses

- More multi-tasking
- in a way yes
- Monitored performance, eliminated some duties, required better performance
- More job duties
- It means I can be more selective with candidates, expect higher skills levels
- We increased the work load of each employee to compensate for the loss of manpower
- Some specifications of work were curtailed downward
- We streamlined some of our jobs so that we reduced the overall number of employees
- We do not hire any staff at the minimum wage, but if we did we would have to change job expectations

Q7: With the increase in minimum wage, is your company managing wage compressions within your organization?

Answer Choices	Responses	
Yes	21.18%	18
No	63.53%	54
If yes, what has the company done to manage the compression?	15.29%	13
Total		85

- Answered: 85 Skipped: 14

Q7: With the increase in minimum wage, is your company managing wage compressions within your organization? Responses

- We slotted all tenured employees to minimum wage and a 2% increase to those working longer
- Gave some raises
- Lower pay for starting wage on some positions
- We reduce the full time employees and get part timers. We also cut down our manning since we need to make the business survive
- Reduced the annual increase across the board percentage
- Removed service charge
- Decrease in man hours due to budgets - Loss of contracts due to requested increase
- Cutting off over time
- Shift wages upward by equal percentages
- We had to increase hourly wages for employees between \$8.85 and \$10.00 by about \$.85/hr so as to distant those skilled employees from the \$8.25 entry level employees. Of course, increases are passed on to the customers...unfortunately, this is a difficult line to juggle as increased costs mean higher goods. The higher we are, the less competitive we are. The less competitive we are, the less successful we are at winning projects resulting in staff decreases and trying to do more with less
- Looking at KSA's needed for the position where there are compression, provide training as feasible
- Adjusting the starting rates and the rates for incumbents in some positions
- Established new salary pay scale that would affect possible future annual merit adjustments

Q8: Has the increase in minimum wage resulted in raising the price of your company's products and/or services?

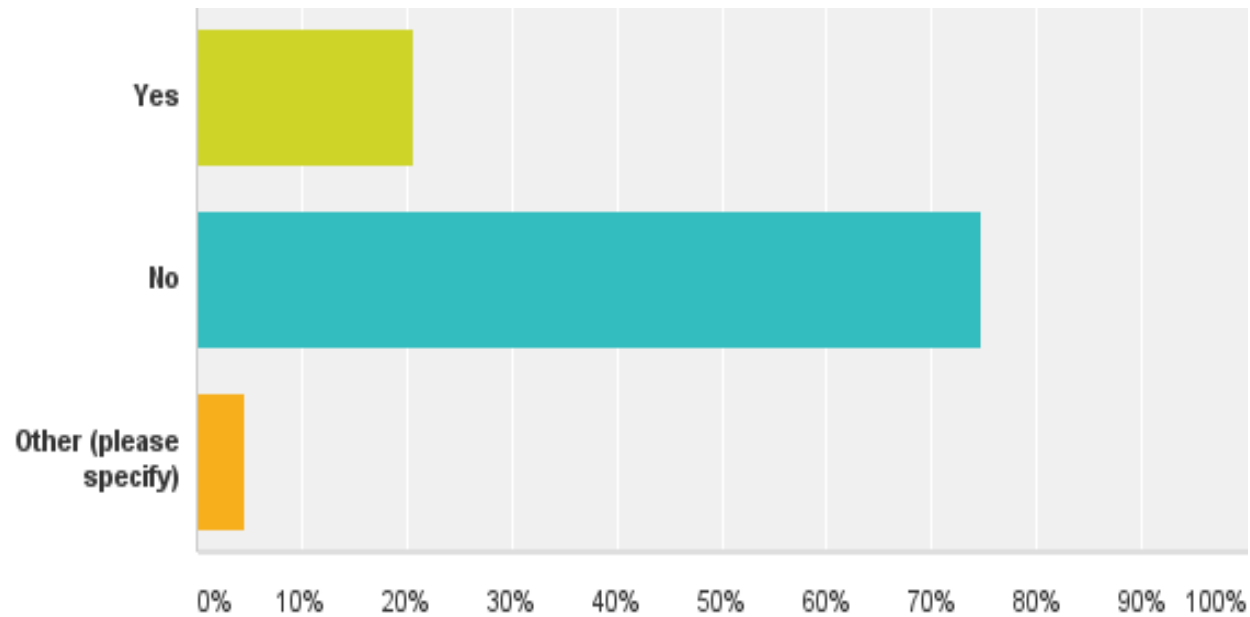
Answer Choices	Responses	
Yes	39.08%	34
No	58.62%	51
Other (please specify)	2.30%	2
Total		87

- Answered: 87 Skipped: 12

Q8: Has the increase in minimum wage resulted in raising the price of your company's products and/or services? Responses

- It will as we plan for the future
- Our prices changed based on our vendors which could have impact by the change in minimum wage not just on Guam but in the US as well.

Q9: Has the increase in minimum wage resulted in cut backs or employees' hours?

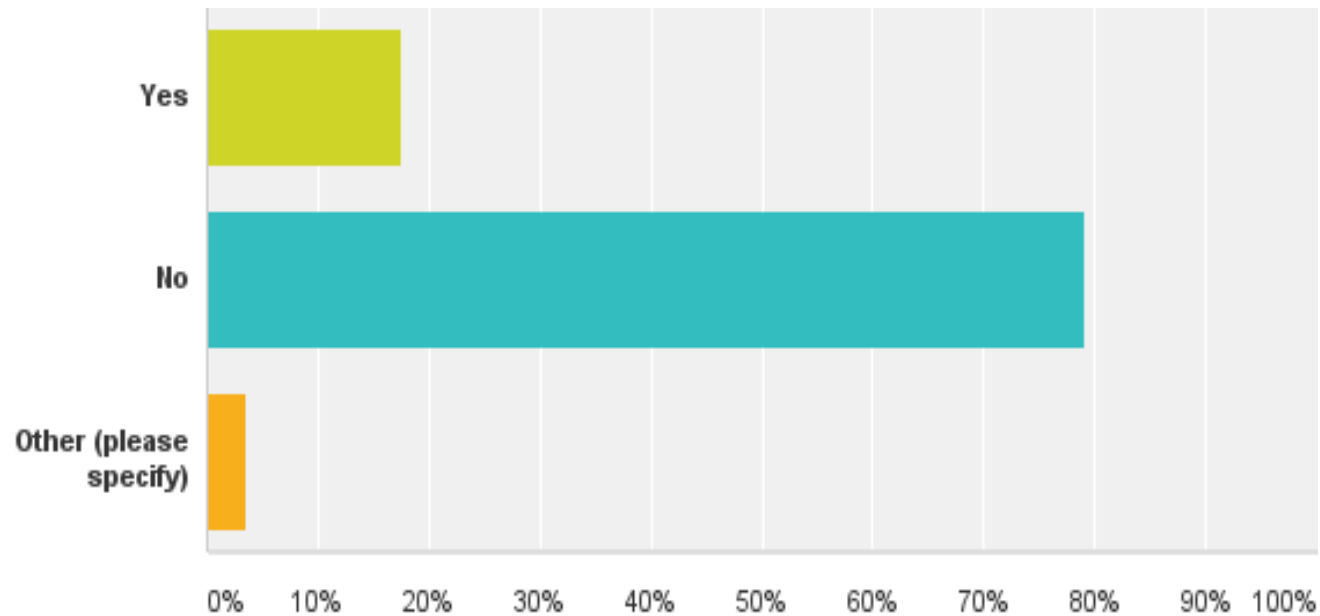


- Answered: 87 Skipped: 12

Q9: Has the increase in minimum wage resulted in cut backs or employees' hours? - responses

- At this time no
- We are cutting hours because of high labor costs
- Hours cut back was due to availability of federal funds
- Cut back in over-time hours due to funding

Q10: Has the increase in minimum wage resulted in reduction in staff?

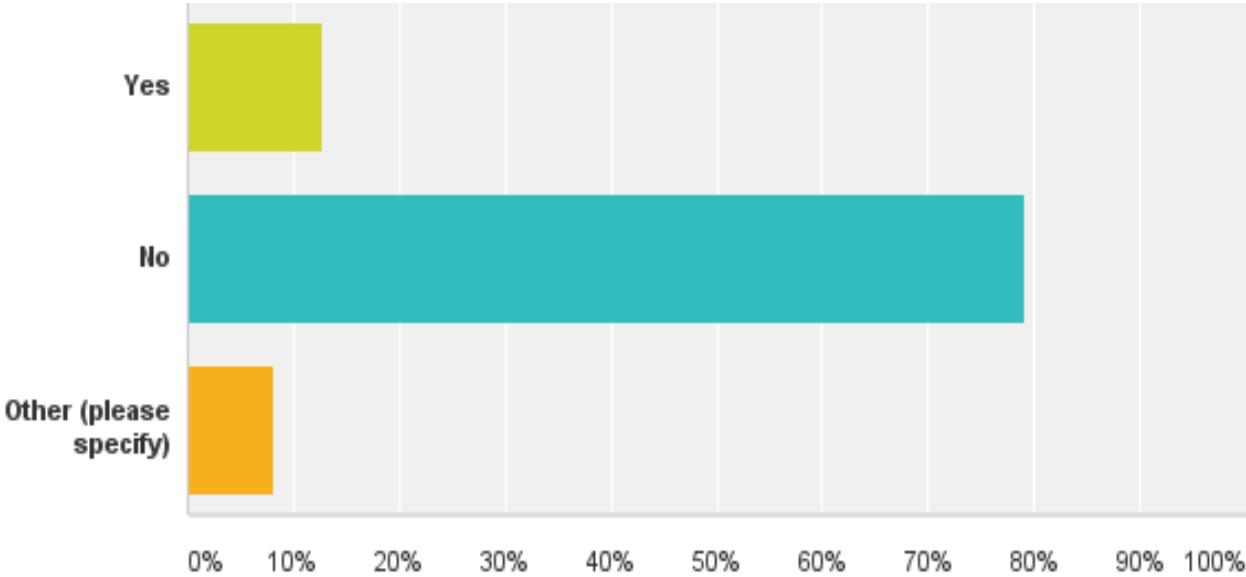


- Answered: 86 Skipped: 13

Q10: Has the increase in minimum wage resulted in reduction in staff? Responses

- And cutting hours and will soon to change operation hours
- No reduction in staff but will NOT be able to request for additional staff. Shortage of staff will result in employees being over worked.
- Currently no, but if we were to raise minimum wage again, it could result in my company looking at staffing levels and finding other ways to meet our customer demands with technology.

Q11: Has the increase in minimum wage increase or improve recruitment talent for your organization?



▪ Answered: 86 Skipped: 13



Q11: Has the increase in minimum wage increase or improve recruitment talent for your organization? Responses

- Stayed the same
- We are always looking for the most qualified and talented candidates. Minimum wage increase did not change our processes.
- Same
- Still the same
- Our agency's goal is to provide ALL employees professional development, training, workshop, etc. to improve work performances regardless of the minimum wage
- The increase or improvement of recruitment talent took place for our company before the increase in the minimum wage
- Initially no, we pay above minimum wage so our recruitment talent is above entry level, however, should minimum wage increase, it will certainly have an impact on my recruitment efforts

Thank you....

