WHEREAS fees that staff pay for parking are projected to increase at a rate of 10 percent per year for the next five years;

WHEREAS staff salaries typically increase at an annual rate of approximately 2 percent;

WHEREAS because all staff pay the same fee for parking, the lowest-paid staff pay a significantly higher portion of their salaries toward parking than the highest-paid;

WHEREAS increases in parking fees can outpace increases in salary for low-paid staff, devaluing staff positions and increasing the gap between rich and poor;

WHEREAS the staff who currently pay the most for parking fee increases tend to be those who can afford it least;

AND WHEREAS UMKC has committed itself to becoming a workplace of choice;

THEREFORE,

BE IT RESOLVED that staff parking fees be based on a percentage tied to staff salaries rather than a fixed fee.