

**BUSINESS, FINANCE, AND AUDIT COMMITTEE**

Resolution:

Whereas, pursuant to s. 230.12(3)(e), *Wis. Stats.*, the Board of Regents is charged with the responsibility to recommend to the Director of the Office of State Employment Relations a proposal for adjusting compensation and employee benefits for all UW System employees for the 2013-15 biennium.

Now, therefore be it resolved:

That upon the recommendation of the UW System President, and pursuant to s. 230.12(3)(e), *Wis. Stats.*, the Board of Regents directs the UW System President to transmit to the Director of the Office of State Employment Relations, currently available information on unclassified salaries for UW System peer institutions and related economic indices affecting all employees of the UW System, and request that the Director recommend to the Joint Committee on Employment Relations, effective July 1, 2013 and July 1, 2014 respectively, a salary increase for all UW System employees no less than that provided all other state employees for each year of the 2013-15 biennium funded through the state compensation reserve.

Further, the Board of Regents directs the UW System President to recommend to the Director of the Office of State Employment Relations that:

Tuition not be used to fund the state pay plan portion of this request, but rather sufficient funds be allocated from the compensation reserve for this purpose;

The UW System be authorized to adjust the academic staff salary ranges and faculty and academic staff minima by the full amount of the pay plan each year;

The salary ranges for university senior executive groups one (Vice Chancellors at non-doctoral institutions) and two (Vice Presidents) be adjusted by the full amount of the pay plan each year; and

Retirement, health insurance, and supplemental sick leave conversion benefits of no less than those provided to all other state employees through the state's compensation reserve be provided to all eligible UW System employees.

Now therefore be it further resolved:

That the Board intends to return to JCOER to request the use of institutional funds for supplemental pay plans for any or all employee categories during the 2013-15 biennium for any or all UW System institutions in order to address the significant existing compensation gap of over 18% for faculty and 12% for staff with their peers .