

UW System Board of Regents Resolution 8745:

2003-05 Unclassified Pay Plan Recommendations

Whereas, pursuant to s.230.12(3)(e) *Wis. Stats.*, the Regents are charged with the responsibility to recommend to the Director, Office of State Employment Relations a proposal for adjusting compensation and employee benefits for university senior executives, faculty and academic staff for the 2003-05 biennium; and,

Whereas, the Director shall submit a proposal for same, which shall be based upon the competitive ability of the Board of Regents to recruit and retain qualified faculty and academic staff, data collected as to rates of pay for comparable work in other public services, universities and commercial and industrial establishments, recommendations of the Board of Regents and any special studies carried on as to the need for any changes in compensation and employee benefits to cover each year of the biennium; and,

Whereas, the Board of Regents has considered those factors and concluded that to recruit and retain faculty and academic staff a salary increase of four percent each year is needed; and,

Whereas, the UW System staff and the Board of Regents is cognizant of the difficulty of funding the needed pay plan in the current fiscal climate including lack of full funding in the compensation reserve and unavailability of tuition revenue sources or base budget reallocation capabilities.

Now, therefore;

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 notify the Governor and the Legislature that the UW System has identified a need for a four percent salary increase each year of the 2003-05 biennium for faculty, academic staff and university senior executives in order to obtain competitive market salaries by the end of the biennium. The Board 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, and request that the Director recommend to the Joint Committee on Employment Relations a salary increase up to four percent each year to the full extent of funds available in the compensation reserve.

Further, the Board directs the UW System President to ask the Director of the Office of State Employment Relations to present the Board's pay plan recommendations to the Joint Committee on Employment Relations in sufficient time to allow faculty and academic staff to make their health insurance provider selections at least one week before expiration of the annual dual choice enrollment period.

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

Full-time UW System faculty, academic staff and university senior executives be asked to contribute to state group health insurance at the same levels that will be applied to all other state employees beginning with January 1, 2004 coverage;

Non-represented graduate assistants be asked to contribute to state group health insurance at the same levels that will be applied to represented graduate assistants;

Part-time UW System faculty, academic staff and university senior executives with at least a 50 percent appointment contract be asked to contribute to state group health insurance at the same levels that will be applied to full-time appointments beginning with January 1, 2004 coverage;

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

The salary ranges for university senior executive salary groups one (Vice Chancellors at non-doctoral institutions) and two (Vice Presidents) be adjusted to reflect the Board of Regents executive salary policy.

Further, the Board of Regents suspends its pay plan distribution guidelines for 2003-05 if the authorized amount for an unclassified pay plan is less than two percent in any year, and directs that in such instance the pay plan percentage be distributed across-the-board to all those who have at least a solid performance rating, with any unused funds distributed by the Chancellor in consultation with the governance bodies to address salary compression.

Further, the Board of Regents suspends the cash payment option for unused vacation earned by unclassified staff with 25 years of service under Regent Policy 98-6 until such time as funds are made available in the state budget, and amends Regent Policy 94-6 to allow unclassified staff with 25 years of service to place up to ten days of vacation in the annual leave reserve account.

Adopted October 10, 2003