

UW System Board of Regents Resolution 8817:

REVISED: Parity Pay Plan Request

Whereas, in accordance with s. 230.12(3)(e) Wis. Stats., a 2003-05 plan for university unclassified faculty and staff compensation and benefits adjustments has been approved by the Legislature's Joint Committee on Employment Relations; and,

Whereas, any modification to that approved pay plan must be adopted through the process outlined in s. 230.12(3)(e) Wis. Stats.; and,

Whereas, the Board of Regents adopted by resolution a 2003-05 pay plan request for faculty, academic staff, and university senior executives that despite identifying a need for a 4% pay increase each year of the biennium, recognized the financial difficulties of the State and UW System and requested compensation adjustments "up to" the needed amounts "to the full extent of funds available in the compensation reserve"; and,

Whereas, the 1% pay plan approved for faculty and academic staff in 2004-05 is now known to be less than the full extent of funds available; and,

Whereas, the Board of Regents adopted by resolution a 2003-05 request that "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"; and,

Whereas, it is now known that health insurance premium contributions made by university unclassified staff are higher than the contribution rates applied to other state employees; and,

Whereas, the Board of Regents endorses state group health insurance for domestic partners of all state employees, funded from the compensation reserve in the same way as for all other state employees; and,

Whereas, the Board of Regents endorses the State of Wisconsin's recognition of Veteran's Day by adding a personal holiday to the paid leave credits granted to other state employees.

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 seeks to obtain a 2003-05 compensation and benefits adjustments plan for faculty, academic staff, non-represented graduate assistants, and university senior executives that is in substantial parity with other state employee groups. The Board directs the UW System President to transmit to the Director of the Office of State Employment Relations, a request that the Director recommend to the Joint Committee on Employment Relations a university unclassified pay plan modification to obtain a general salary increase (1.35%) for faculty, academic staff, and university senior executives that is equivalent to the 1% plus \$0.10 per hour general wage adjustment approved for other state employees in 2004-05, that allows full-time faculty and academic

staff to receive a lump sum payment of \$250 and non-represented graduate assistants to receive a \$125 lump sum payment, that allows academic staff salary ranges to be increased by up to 1.35% and that increases university senior executive salary group ranges 1 and 2 to competitive levels, and that allows faculty, academic staff, non-represented graduate assistants and university senior executives to contribute to state group health insurance at the same premium levels charged to other state employees.

Further, the Board of Regents requests that group health insurance premiums for domestic partners of University of Wisconsin System employees be funded from the compensation reserve in the same way as for all other state employees.

Further, the Board of Regents amends Regent Policy 96-2 to provide full-time faculty, academic staff, and limited appointees with 3 and ½ days of paid leave each fiscal year and one additional day of paid leave each fiscal year in recognition of Veteran's Day as non-cumulative personal holidays to be scheduled and taken as determined by the institution and to provide less than full-time unclassified staff a prorated share of all personal holidays based on the percent of appointment.

Adopted April 2, 2004