Today’s Agenda

1. Quick History & Project Progress
2. Recap from Last Meeting
3. Instructional Academic Staff Feedback
4. Benefits Surveys Review & Results
Quick History

2011

**Wisconsin Act 32**: Provided UW System and UW-Madison with an opportunity to create their own “separate and distinct” personnel systems

2015

**University Personnel Systems (UPS/HR Design)**: Effort to build more efficient and effective UW human resources systems

2017

**Title and Total Compensation Project**: First review of UW System’s (non-faculty) compensation and benefits in 30 years
Major Objectives

TITLES & COMPENSATION
- Market-informed

PERFORMANCE
- Alignment of Mission with employee work

WORK LIFE BALANCE
- Practices that help achieve employee success at work and home

ATTRACT

BENEFITS
- Time off, wellness, and retirement programs

RECOGNITION
- Reinforcement of good performance

DEVELOPMENT
- Opportunities for professional and personal growth

MOTIVATE

ENGAGE

RETAIN
## Progress

<table>
<thead>
<tr>
<th>2019</th>
<th>Summer</th>
<th>Fall</th>
<th>Winter</th>
<th>2020</th>
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<tbody>
<tr>
<td>Title &amp; SJD Review and QA</td>
<td>Job Mapping</td>
<td>HR Staff, Manager, &amp; Employee Training</td>
<td>Employee-Manager Conversations &amp; Feedback</td>
<td>Implementation</td>
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</tbody>
</table>

- **2019 Summer**: Title & SJD Review and QA
- **2019 Fall**: Job Mapping
- **2019 Winter**: HR Staff, Manager, & Employee Training
- **2020**: Employee-Manager Conversations & Feedback

### Online posting of draft job titles & employee feedback

### Notification & title appeals, go-live
Recap From Last Meeting

Recap
Provided an overview of:
- New concepts of pay progression and business titles
- Instructional academic staff feedback and concerns

Progress
- Hosted Virtual Town Hall March 12 for Instructional Academic Staff
Instructional Academic Staff Feedback from Virtual Town Hall
Benefits Surveys Review & Results
Benefits Surveys & Strategy

<table>
<thead>
<tr>
<th>Benefits Value Analysis (BVA)</th>
<th>Benefits Preferences Survey</th>
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<tbody>
<tr>
<td>Compared UW benefits against the market*</td>
<td>Identified what benefit options UW employees’ value</td>
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*“Market” includes public and private higher education peer institutions as well as private sector employers

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<thead>
<tr>
<th>Long-Term Benefits Strategy</th>
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<tbody>
<tr>
<td>Mercer provided comprehensive analysis of both</td>
</tr>
<tr>
<td>UW reviewed and developed options</td>
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<tr>
<td>Options and recommendations vetted with UW Stakeholders</td>
</tr>
<tr>
<td>Recommendations presented to leadership</td>
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</table>
Benefits are valued using a sample, composite workforce made up of representative organizations that vary by industry, size, and geography.
Key Findings: Benefits Value Analysis

**UNIVERSITY PEER GROUPS**
- UW leads across university comparators by an average of 2% to 4% above the median of the group:
  - Retirement/Savings: competitive to unfavorable, 3-16% below median
  - Health/Group: competitive to favorable, at to 20% above median
  - Time Loss: competitive, 5% below median

**WISCONSIN PEER GROUPS**
- UW leads across Wisconsin comparators by an average of 5% to 29% above the median of the group:
  - Retirement/Savings: competitive to 1% above median
  - Health/Group: favorable, 9-62% above median
  - Time Loss: competitive, 4-18% above median

University of Wisconsin System provides competitive benefit offerings across both University and Wisconsin Peer Groups.
Employee Benefits Preferences Survey

Who took the survey?

18,634 employees completed survey

DEMOGRAPHICS
By median annual pay, tenure, age, gender

47% participation
Most Important Benefits to UW System Employees

Pay is ranked as the single most important element, followed by healthcare, stable employment and retirement savings plans, all of which are of ‘above average’ importance.
Employee Life Cycle
Most Important Benefits To UW System Employees

- At Hire:
  - Type of work
  - Healthcare benefits
  - Retirement
  - Leave

- While Employed:
  - Pay
  - Healthcare benefits
  - Leave
  - Retirement

- Age 35 & Under:
  - Healthcare benefits
  - Leave
  - Type of work
  - Flexible schedules

- Age 36 & Older:
  - Retirement
  - Healthcare benefits
  - Leave
  - Type of work
Which Benefits Are Under Consideration

<table>
<thead>
<tr>
<th>Preferential consideration given to these items</th>
<th>These items are not under consideration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Potential Supplemental Benefits:</td>
<td>Foundational Benefits:</td>
</tr>
<tr>
<td>• Additional Paid time Off</td>
<td>• Wisconsin Retirement System</td>
</tr>
<tr>
<td>• Flexible Work Arrangements</td>
<td>• Health Insurance</td>
</tr>
<tr>
<td>• Supplemental Health Benefits</td>
<td>• Dental Insurance</td>
</tr>
<tr>
<td>• Other non-statutory additions/enhancements</td>
<td>• Vision Insurance</td>
</tr>
<tr>
<td></td>
<td>• FSA/HSA</td>
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<td>• State Group Life Insurance</td>
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Opportunities To Do Better

+ Majority of respondents say benefits packages meets their needs and is a factor in retention

- Approximately half of respondents are unfavorable regarding pay

Relatively small numbers of respondents foresee the need to rely on credit cards to pay bills over the next six months. However, slightly more than a third of respondents describing their financial situation as ‘stressful’.

While most feel they could manage an unforeseen expense of $400, one third do not believe they are doing enough to prepare for retirement
Based on survey responses, UW System is beginning to identify areas that present opportunities for possible enhancements

- Advancement Opportunities
- Parking Access & Costs (UW-Madison)
- Paid Parental Leave
- Paid Time Off/Time Loss

<table>
<thead>
<tr>
<th>Very Important</th>
<th>Important</th>
<th>Extra perks</th>
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</thead>
<tbody>
<tr>
<td>o Leave standardization</td>
<td>o Tuition assistance</td>
<td>o Gym/fitness</td>
</tr>
<tr>
<td>o Paid parental leave</td>
<td>o Employee</td>
<td>o Discount programs</td>
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<tr>
<td>o Income protection</td>
<td>o Dependents</td>
<td>o Meal subsidies</td>
</tr>
<tr>
<td>o Parking subsidy (UW-Madison)</td>
<td>o Holistic wellness</td>
<td>o Voluntary benefits/pet insurance</td>
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<tr>
<td>o Flexible work schedules</td>
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For More Information

wisc.edu/ohrwd/title-and-total-compensation-study/
hr.wisc.edu/title-and-total-compensation-study/

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