



**University of Wisconsin System
University Personnel Systems Task Force**

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**University Personnel Systems Task Force
May 29, 2012
12:45 p.m. to 2:15 p.m
UWSA Video Site – 780 Regent Street, RM 126B**

1. Approval of April 11, 2012 Meeting Minutes

There were no objections to the minutes of the April 11, 2012 meeting.

2. Update on May 9, 2012 Legislative Task Force

There was no discussion of the Legislative Task Force meeting because the discussion at the May 9 meeting was not relevant to the work of the UPS Task Force. However, the June 6, 2012 will be more relevant to the work of the UPS Task Force.

3. Discussion of Personnel Systems Alignment

Al Crist explained that the alignment document is a product of UW-Madison and UWSA collaboration. The document identifies the areas where the two personnel systems should be aligned and the areas where alignment is not necessary. Task force members asked about the practical effect of needing alignment and about whether the cost of making certain recommended changes, such as bi-weekly payroll for all employees, was a consideration. Al stated that the costs of the recommendations would be important considerations.

The Task Force asked that the three types of compensation – pay plans (state funded), supplemental pay plans (institution funded) and discretionary merit (institution funded) – and not just pay plans (state funded) be included in the alignment document. There should be high-level alignment regarding each of the three compensation types but institutions should have the flexibility to implement the compensation types in ways institutions deem most appropriate.

The alignment document states that the alignment of titles and compensation will need to be determined through the course of a classification and compensation study conducted by a third party. Members expressed concern about the cost of such a study and about the public relations problem that will result during a period when there is no money for compensation increases. There was some discussion

about whether one comprehensive UW-Madison and UWSA study would be preferable, or whether two studies would be better.

During the discussion of the alignment document, members mentioned some of the feedback that they have received regarding the UPS work group recommendations. It was reported that some employees would prefer to be called “employees,” not “staff.” And there was discussion about the objections that some exempt classified have raised regarding their understanding that they will lose significant amounts of overtime pay if they are designated as academic staff. .

4. Discussion of Chapter 230 Review/Regent Policy Considerations

Al Crist explained the purpose of systematically looking at the policies contained in Chapter 230 of the Wisconsin Statutes. Reviewing those policies will aid the identification of the policies that must be in place when the personnel systems are implemented on 7/1/13. Crist encouraged members to review the Chapter 230 table that was distributed prior to the meeting.

Al Crist explained that explicit language in s. 227.01(13)(Lm) exempts the UWS from requiring administrative rule making. It reads:

*s. 227.01(13) "Rule" means a regulation, standard, statement of policy or general order of general application which has the effect of law and which is issued by an agency to implement, interpret or make specific legislation enforced or administered by the agency or to govern the organization or procedure of the agency. "Rule" does not include, and s. 227.10 does not apply to, any action or inaction of an agency, whether it would otherwise meet the definition under this subsection, which: ...**(Lm)** Relates to the personnel systems developed under s. 36.115.*

5. Report to Board of Regents Business, Finance, and Audit Committee (BFAC)

Al Crist will distribute the alignment document as part of his report to the BFAC at the June Board meeting in Milwaukee. Crist will also report on the Chapter 230 analysis that will inform the need for new or revised Regent policy as part of the implementation of the two new personnel systems.

6. Next Meeting, July 11, 2012, 12:45 p.m. to 2:15 p.m.

The meeting scheduled for June 13, 2012 has been cancelled because neither of the co-chairs would have been able to attend.