

Resolution on State Pay Plan Distribution

- (1) Whereas the Wisconsin State Legislature's Joint Committee on Employment Relations (JCOER) discusses and votes on pay increases for state workers, including UW System employees;
- (2) Whereas the Wisconsin State Legislature and Board of Regents have historically approved systemwide pay increases to address the rising cost of living and provide merit increases;
- (3) Whereas, all Academic Staff, University Staff, Limited Appointees, and Faculty currently are eligible to receive state pay plan increases;
- (4) Whereas UW-Madison will grant 2% state pay plan increases to all eligible employees in 2022, if approved by the Wisconsin State Legislature, JCOER, and the Board of Regents;
- (5) Whereas, UW System and UW-Madison are committed to attracting, retaining, and rewarding a highly qualified and diverse workforce by implementing a market informed salary structure that provides flexibility to compensate employees for their experience and performance;
- (6) Whereas the Title and Total Compensation (TTC) Project provided for the first review of job titles and total compensation since the Hayes-Hill study in the 1980's and will establish a regular program of market evaluation;
- (7) Whereas timing of future market evaluations, salary range adjustments, and state pay plan increases could result in some employees receiving a lump sum instead of a base increase, or could exclude some employees from receiving state pay plan increases altogether;
- (8) Whereas the Consumer Price Index for all items rose 6.2% for the 12 months ending October 2021, the largest 12-month increase since the period ending November 1990;
- (9) Whereas, pay plans are a distinguishing factor outside of market;
- (10) Whereas, due to inflation and other factors, employees who are paid at or above the maximum of their job's salary range should be eligible for state pay plan increases;
- (11) Therefore, be it resolved that the UW-Madison Academic Staff Assembly calls upon UW-Madison leadership to distribute future state pay plan increases to all eligible employees as base pay adjustments, regardless of where they fall in their assigned salary grade.