

### **Resolution on Category A Salary Maxima**

Whereas, Category A academic staff are the only unclassified staff at UW-Madison with salary caps;

Whereas, pay ranges for academic staff are much narrower than the pay ranges for many classified/university staff titles;

Whereas, non-extraordinary Category A pay ranges are only adjusted by the state pay plan amount and extraordinary salary ranges don't increase even at that time;

Whereas, over the past 10 years the pay range maxima have moved a total of 10.3% while cost of living has increased 24%;

Whereas, the current pay ranges, especially the lower ranges, overlap significantly;

Whereas, in order to be competitive with market forces, new employees are often hired near the top of their range, which greatly limits the amount of compensation available for future salary increases both in their current title and other promotional titles;

Whereas, the artificially low caps leads to academic staff leaving positions simply to receive an increase in pay, which results in additional costs to recruit and train new employees;

Whereas, the Academic Staff Assembly passed a resolution in 2010 asking the Academic Personnel Office to work with ASEC to solve this issue following a study that found nearly 500 academic staff at that time had limited opportunity for advancement because of the salary caps;

Whereas, data collected during the first Critical Compensation Fund exercise found that the number of academic staff affected by the caps had increased significantly;

Whereas, Administration at UW-Madison is waiting to request changes to the pay ranges for academic staff until after July 1, 2015; and

Whereas, HR Design will include a titling and compensation study that will not be completed for at least two years;

Therefore be it resolved, the Academic Staff Assembly at UW-Madison asks the UW-Madison administration to address this problem through a temporary fix prior to the completion of the titling and compensation study.