

## **Resolution on Merit-Based Salary Adjustments for UW Employees**

### **Submitted by ASEC**

Whereas classified staff of all state agencies including those in the University of Wisconsin System are eligible for merit-based salary adjustments;

Whereas under current law academic staff and faculty are not eligible to receive merit-based salary adjustments;

Whereas beginning July 1, 2015 with the implementation of the UW human resources system classified/university staff will become ineligible to receive merit-based salary adjustments unless current law is changed;

Whereas pay raises over recent bienniums have not kept pace with the Consumer Price Index, and when coupled with the lack of authority to give merit-based salary adjustments puts the University of Wisconsin System at a disadvantage;

Whereas the ability to give merit-based salary adjustments is a tool that would allow the University of Wisconsin System to remain competitive in recruiting and retaining high performing employees;

Whereas the Special Task Force on UW Restructuring and Operational Flexibilities convened by Wisconsin State Legislature in 2011 recommended the Board of Regents be granted authority to provide merit-based salary adjustments to UW employees; and

Therefore be it resolved that the Academic Staff Assembly at UW-Madison urges the Wisconsin State Legislature to change state statutes to allow merit-based salary adjustments for UW employees.