Motion to support the Academic Staff on the State Pay Plan Distribution

The Faculty Senate at UW-Madison supports the right of all academic staff employees to receive system-wide pay increases as base pay increases instead of lump-sum payments, and recommends continuation of this year’s constructive new policy into the future, as described in Academic Staff Assembly Resolution #775 (below).

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.
Appendix
Response to the Academic Staff resolution from the Office of Human Resources

TO: Academic Staff Assembly
FROM: Patrick Q. Sheehan, Interim Associate Vice Chancellor and Chief Human Resources Officer
RE: Academic Staff Document #775, Resolution on State Pay Plan Distribution
DATE: January 24, 2022

The central Office of Human Resources (OHR) appreciates the engagement, support, and feedback it has received from the Academic Staff Assembly. Below is information in response to the ASA Resolution on State Pay Plan Distribution.

Employees Paid over Maximum Salary Range Eligible for Increase in 2022

As part of the Title and Total Compensation Project, the university determined that employees paid over the maximum of their salary range would be eligible for a 2 percent wage increase in January 2022. In previous years, employees who were paid over their maximum salary range received the additional pay in the form of a one-time lump-sum payment.

The awarding of a pay plan wage increase in January 2022 as a base adjustment for those over the maximum of their newly implemented TTC range is an exception. In January 2023, employees over the maximum of their range will receive the 2% adjustment as a lump sum per university policy.

Pay plan increases do not change salary ranges. The Office of Human Resources will continue to monitor market data and adjust salary ranges to reflect market trends. Employees over the maximum of their salary range received this information in December via email. Employees who have questions should contact their local human resources professional.