



Scott Walker, Governor

Gregory L. Gracz, Director

SERVING PEOPLE
WHO SERVE WISCONSIN

June 25, 2013

Co-Chairpersons and Members of the
Joint Committee on Employment Relations
Room 113 South, State Capitol
Madison, WI 53703

Dear Co-Chairpersons and Committee Members:

In accordance with s. 230.12(3)(e), Wis. Stats., I am submitting for your consideration and approval proposed 2013-2015 compensation and benefit adjustments for University of Wisconsin System senior executives, faculty and academic staff.

I am recommending a partially funded increase of 1.0% over the 2013-2014 University of Wisconsin System faculty and academic staff base payroll, to be used for merit, retention, across-the-board, or other pay increases for University of Wisconsin System faculty and academic staff. In addition, I recommend an additional increase of up to \$0.25 per hour for those employees whose base pay rates are below \$15.00 per hour. The General Purpose Revenue portion of this provision will be eligible to receive funding from the General Purpose Revenue Compensation Reserve. The effective date shall be June 30, 2013 or the first pay period of the 2013-2014 appointment contract year for University of Wisconsin faculty and academic staff employed on an academic year or other established appointment basis.

I am also recommending a partially funded increase, effective June 29, 2014 or the first pay period of the 2014-2015 appointment contract year, of 1.0% over University of Wisconsin System faculty and academic staff base payroll on that date, to be used for merit, retention, across-the-board, or other pay increases for University of Wisconsin System faculty and academic staff. The General Purpose Revenue portion of this provision will be eligible to receive funding from the General Purpose Revenue Compensation Reserve.

The Board of Regents remains authorized to adjust salaries to address inequities or competitive factors as provided by s. 36.09(1)(j), Wis. Stats.

Related Recommendations

1. The Board of Regents shall be authorized to allocate funds appropriate for University of Wisconsin System senior executives, faculty and academic staff for salary increases consistent with the criteria and effective dates as identified above.

2. The Board of Regents shall be authorized to adjust the salary schedule for the academic staff by up to 1.0% at the beginning of each fiscal year.
3. I am recommending that salary ranges 1 and 2 of the university senior executive salary group (SEG) be adjusted by 1.0% effective June 30, 2013 and 1.0% effective June 29, 2014, as presented on the attached schedule (Attachment A).

It is estimated that the biennial cost of the 2013-2015 Compensation Plan for University of Wisconsin System senior executives, faculty and academic staff will be \$52,419,876 all funds with fringe. The General Purpose Revenue portion is approximately \$21,492,149. A more detailed costing sheet is attached for your information (Attachment B).

I recommend the Committee approve the 2013-2015 Compensation Plan for the University of Wisconsin senior executives, faculty and academic staff as proposed. I look forward to responding to any questions the Committee or its staff may have about these recommendations.

Sincerely,



Gregory L. Gracz
Director

Attachment: Attachment A: 2013-2015 SEG Ranges
Attachment B: 2013-2015 Compensation Plan Cost Estimate

Office of State Employment Relations

University of Wisconsin Senior Executive Group (SEG) Salary Ranges
SEG 1 & 2

June 30, 2013 - June 28, 2014

SEG #	Senior Executive Position	Minimum	Midpoint	Maximum
2	VP - UW System	\$151,303	\$168,114	\$184,924
1	Vice Chancellors (13 institutions)	\$129,296	\$146,752	\$164,207

June 29, 2014 - June 27, 2015

SEG #	Senior Executive Position	Minimum	Midpoint	Maximum
2	VP - UW System	\$152,817	\$169,796	\$186,774
1	Vice Chancellors (13 institutions)	\$130,589	\$148,220	\$165,850

Note: Actual effective dates are dependent on the first day of the associated pay period.