Merit Pay Adjustment Resolution

Whereas pay inequities based upon discipline or department are divisive, damaging to the esprit de corps and function of the university, and to the morale and job satisfaction of those employed in lower-paid departments, and

Whereas the current system of awarding merit pay increases is calculated by applying percentage adjustments to base salaries, it exacerbates pay inequities between departments across campus over time,

Be it resolved that the UW Eau Claire pay plan henceforth provide that future faculty and academic staff merit pay adjustments award equivalent dollar amounts for equivalent merit ratings across campus.

Pros: improved esprit de corps, morale and therefore university function.

Cons: smaller future merit pay increases for members of higher paid departments.