

REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Compensation and Budget Committee

Brief History of Issue - why the issue is being considered:

2019-21 Comprehensive Salary Plan, which was adopted by University Senate during Spring 2019 semester, is out of compliance with UW System Administrative Policy 1278 (which was last revised on November 19, 2019) in several ways. Our plan must be revised to bring it into compliance.

Points Discussed by Committee:

- UW System says we need to do it, so we need to do it
- Must specify that the plan applies also to limited appointees
- Must include language linking assessment of merit and solid performance to systematic performance evaluation
- Must include language specifying that eligibility involves completion of four required trainings (two required by UW System + two required by UWEC; COVID-19 Training needed to be added)
- Salary minima needed to be updated
- Adjusted pay plan from to state that a 2% or less plan is typically distributed across the board.
- The next raise is scheduled to occur January 2021, during the period covered by this plan

Pros of Recommendation:

- Brings Comprehensive Salary Plan into compliance with UW System policies

Cons of Recommendation:

- None

Technology/Human Resource/Workload Impact:

- None

Committee Recommendation:

The committee approved language intended to bring the Comprehensive Salary Plan into compliance with UWSA 1278 and with updated salary minima

MOTION FOR THE UNIVERSITY SENATE

The University Senate Committee:

by a vote of 7 for to 0 against on October 20, 2020

Recommends that

The UW-Eau Claire Faculty and Academic Staff Comprehensive Salary Plan for 2019-2021 be amended as shown in the accompanying attachment.

Implementation Date: Immediate

Signed: Ryan Harrison

A handwritten signature in black ink, appearing to read "Ryan Harrison", written in a cursive style.

Chair of the Committee

Send to: University Senate Office