REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Compensation and Budget Committee

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

2021-23 Comprehensive Salary Plan needed to be finalized and approved. Our pay plan needed to have small changes to update salary minimums and other relatively minor edits to the 2019-2021 plan.

Points Discussed by Committee:

- Must continue to 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
- Make small adjustments to the pay plan language to state that a 2% or less plan per fiscal year will be distributed across the board.
- Debated ways in which we can potentially help address equity in our pay plan

Pros of Recommendation:

- Essentially represents a continuation of the 2019-2021 pay plan
- Pay plan is relatively simple to execute
- Language updates make pay plan far more clear and specific.
- Small changes to distribution (in event of greater than 2% pay plans) will not impact the 2021-2023 distribution, but represents a small change to the longer term view in addressing equity.

Cons of Recommendation:

- Although a 2% pay plan is well received due to a historical lack of pay raises, the relatively small 2% plan leaves limited space to address equity. This is not so much a con of this recommendation as it is a con of the situation in general.

Technology/Human Resource/Workload Impact:

- This will likely be well received by Human Resources as it is a relatively simple pay plan to execute.

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 April 6, 2021

Recommends that

The UW-Eau Claire Faculty and Academic Staff Comprehensive Salary Plan for 2021-2023 be approved as amended as shown in the accompanying attachment.

Implementation Date: Immediate

Signed: Ryan Harrison  
Chair of the Committee

Send to: University Senate Office