



SERVING PEOPLE
WHO SERVE WISCONSIN

November 21, 2007

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 2007-2009 compensation and benefit adjustments for University of Wisconsin System senior executives, faculty and academic staff.

FY 2007-2008

I am recommending a funded increase of 2.0% over the 2006-2007 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. Funds will be provided from the General Purpose Revenue compensation reserve for this provision. The effective date shall be the beginning of the first pay period following your approval or the first pay period of the 2007-2008 appointment contract year for University of Wisconsin faculty and academic staff employed on an academic year or other established appointment basis.

FY 2008-2009

I am recommending a funded increase of 2.0% over the 2007-2008 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. Funds will be provided from the General Purpose Revenue compensation reserve for this provision. The effective date shall be the beginning of the first pay period in July 2008 or the first pay period of the 2008-2009 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 funded increase, effective April 12, 2009, 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. Funds will be provided from the General Purpose Revenue compensation reserve for this provision.

These recommended salary increases are consistent with the state's fiscal situation. 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 2.0% at the beginning of each fiscal year, and by 1.0% on April 12, 2009.
3. I am recommending that salary ranges 1 and 2 of the university senior executive salary group (SEG) be adjusted by 2.0% effective the first day of the pay period following your approval, 2.0% effective July 6, 2008, and 1.0% effective April 12, 2009, as presented on the attached schedule (Attachment A). As noted above, the Board of Regents remains authorized to adjust the salaries for these positions to address salary inequities or competitive factors, as provided by s. 36.09(1)(j), Wis. Stats.

Health Insurance Provisions

The employee contributions toward health care premiums will be as follows:

	<u>2008 Contributions</u>		<u>2009 Contributions</u>	
	Employee <u>Monthly Contribution</u>		Employee <u>Monthly Contribution</u>	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
Tier 1	\$27.00	\$68.00	\$31.00	\$78.00
Tier 2	\$60.00	\$150.00	\$69.00	\$173.00
Tier 3	\$143.00	\$358.00	\$164.00	\$412.00

Note: 2008 contributions are a continuation of current 2007 amounts. Deduction of January 2009 contributions will begin November of 2008.

Cost

It is estimated that the biennial cost of the 2007-2009 Compensation Plan for University of Wisconsin System senior executives, faculty and academic staff will be \$94,002,453 all funds with fringe. The General Purpose Revenue portion is approximately \$40,139,047. A more detailed costing sheet is attached for your information (Attachment B).

I respectfully request that the Committee approve the above recommendations. I would be pleased to respond to any questions you may have about the above recommendations.

Sincerely,



Jennifer Donnelly
Director

JD:PO

Attachment: A: 2007-2009 SEG Ranges
B: 2007-2009 Compensation Plan Cost Estimate

cc: President Kevin Reilly
Board of Regents President Mark Bradley
David Schmiedicke

Office of State Employment Relations

University of Wisconsin Senior Executive Group (SEG) Salary Ranges
SEG 1 & 2**(first day of the pay period following JCOER approval) - July 5, 2008**

SEG #	Senior Executive Position	Minimum	Midpoint	Maximum
2	VP - UW System	\$145,412	\$161,569	\$177,725
1	Vice Chancellors (13 institutions)	\$124,262	\$141,038	\$157,814

July 6, 2008 - April 11, 2009

SEG #	Senior Executive Position	Minimum	Midpoint	Maximum
2	VP - UW System	\$148,321	\$164,801	\$181,280
1	Vice Chancellors (13 institutions)	\$126,748	\$143,860	\$160,971

April 12, 2009 - July 4, 2009

SEG #	Senior Executive Position	Minimum	Midpoint	Maximum
2	VP - UW System	\$149,804	\$166,449	\$183,093
1	Vice Chancellors (13 institutions)	\$128,015	\$145,298	\$162,581