



Scott Walker, Governor

Gregory L. Gracz, Director

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April 21, 2014

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 revisions to 2013-2015 pay ranges that were approved on June 26, 2013.

I am recommending the revisions because the University of Wisconsin System Administration has informed me that the two ranges have not been adjusted for market factors on a consistent basis over the last 10 years. Specifically, it was found that the current midpoint for Provosts/Vice Chancellors at non-doctoral institutions is 23.8% below the adjusted peer median salary at comparable institutions and the current midpoint for the UW System Vice Presidents is 31.1% below the adjusted peer median of comparable university system positions. The new midpoints are set at 95% of peer median salaries, reflecting a lower cost-of-living in Wisconsin as compared to other states.

I recommend the Committee approve the attached ranges as proposed. I look forward to responding to any questions the Committee or its staff may have about these recommendations.

Sincerely,

Jessica O'Donnell  
Deputy Director

Attachment: Revised 2013-2015 SEG Ranges

## 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 - June 27, 2015**

SEG				
#	Senior Executive Position	Minimum	Midpoint	Maximum
2	VP - UW System	\$176,252	\$220,315	\$264,377
1	Vice Chancellors (13 institutions)	\$145,397	\$181,746	\$218,096

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