January 27, 2016

To:     Dean Van Galen, Chancellor
       116 North Hall
       University of Wisconsin-River Falls

From: Melissa Davis, President
       University Staff Senate
       University of Wisconsin-River Falls

Re:     UWRF University Staff Senate Resolution 2015-16/2

At the January 25, 2016, meeting of the University of Wisconsin-River Falls University Staff Senate, the following resolution regarding wage adjustments was passed:

  Whereas, the University Staff Senate Executive Committee met with the Assistant Chancellor for Business and Finance in early October 2015 to discuss the possibility of funds being available for University Staff wage adjustments and disbursement of these funds.

  Therefore, be it resolved, the University Staff Senate recommends wage adjustments at UW-River Falls should be given by increasing wages based on seniority.

  This recommendation is based on compiled data of all University Staff-permanent job titles, pay schedule/range, current hourly rate, and seniority including total State service. Job titles and average hourly wages for each title, as they appear in the UW System Index were used. This data is comparable to data from the Bureau of Labor Statistics.

Considerations

1. Concerns about UWRF job titles with a history of recruiting and retention issues.
2. Other UW campuses (La Crosse, Madison, Stevens Point) have raised wages for some of their lowest paid workers.
3. Greatest variation from mean was discussed but not considered a priority at this time.

Excluded from consideration

1. Trades/Crafts Workers are represented and are ineligible due to union contract.
2. Exempt University Staff were eligible in November 2015 to voluntarily reassign to Academic Staff. We do not feel that it is fair to increase the hourly rate for those who chose to remain as
exempt University Staff. This proposal was not available for exempt staff and could have had an impact on the decision to voluntarily reassign.


Recommendation:
1. Wage adjustments at UW-River Falls should be given by increasing wages based on seniority. Employees at/or above the mean will receive a 1% increase. Those below the mean will receive an increase based on the variation multiplier.
2. Proceed through data submitted until all employees have received the applicable increase.

Cost of implementation as submitted based on data as of January 22, 2016, is $140,033.71.