

STATE OF WISCONSIN

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JOINT COMMITTEE ON FINANCE

MEMORANDUM

To: Members
Joint Committee on Finance

From: Senator Alberta Darling
Representative John Nygren

Date: September 30, 2019

Re: UWS Report to JFC

Attached is a report on base salary adjustments to recognize competitive factors from the University of Wisconsin System, pursuant to s. 36.09(1)(j), Stats.

This report is being provided for your information only. No action by the Committee is required. Please feel free to contact us if you have any questions.

Attachments

AD:JN:jm



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SEP 30 2019

J. Finance

DATE: September 30, 2019

TO: Senator Alberta Darling, Co-Chair, Joint Committee on Finance
Representative John Nygren, Co-Chair, Joint Committee on Finance
Secretary Joel Brennan, Department of Administration
Division Administrator Malika Evanco, Department of Administration, Division of Personnel Management

FROM: Ray Cross *Ray*

RE: Base Salary adjustments to Recognize Competitive Factors Report Required by Section 36.09(1)(j), Wisconsin Statutes

Attached is the University of Wisconsin System's report on 2018-19 Base Salary Adjustments to Recognize Competitive Factors, as required by Section 36.09(1)(j), Wisconsin Statutes. The enclosed table summarizes the adjustments issued during 2018-19 in order to retain key employees who are valuable to the success of students, their instruction and the UW System as a whole. Fifteen institutions distributed \$4,416,496 excluding fringe benefits, to 774 individuals for competitive adjustments related to equity and retention issues.

Wisconsin Statutes Sections 36.09(1)(h) and 36.09(1)(j) allow the University of Wisconsin System to grant salary increases to recognize competitive factors. Section 36.09(1)(j) also provides that the Board of Regents shall report the amount of such pay increases granted, and the institutions at which they are granted for the 12-month period ending on the preceding June 30 to the Joint Committee on Finance and the Department of Administration.

If you have any questions regarding this report, please contact Chrissy Klappa at 608-890-2881.

Attachment

cc: Joe Malkasian, Committee Clerk
Legislative Fiscal Bureau
Brian Pahnke, DOA
Sara Hynek, DOA
UW System Board of Regents
Jess Lathrop, UWSA
Chrissy Klappa, UWSA

**UNIVERSITY OF WISCONSIN SYSTEM
MARKET FACTOR ADJUSTMENTS EFFECTIVE FY18-19**

	Number of Adjustments		Annual Cost of Adjustments
Madison	452		\$3,354,640
Milwaukee	246		\$747,247
Eau Claire	29		\$67,111
Green Bay	3		\$15,563
La Crosse	1		\$330
Oshkosh	10		\$16,140
Parkside	5		\$35,295
Platteville	1		\$50,000
River Falls	1		\$2,029
Stevens Point	2		\$10,597
Stout	8		\$35,685
Superior	0		\$0
Whitewater	3		\$40,618
Colleges	3		\$8,074
Extension	7		\$25,117
System Administration	0		\$0
Systemwide	3		\$8,050
Total	774		\$4,416,496