IS Market and / or Parity Adjustments

Effective date: June 29, 2014

The State of Wisconsin Compensation Plan has an option for Agencies and the Universities to award Market/Parity adjustments for many of the Information Services classifications. Agencies generate $1.50/employee with the following stipulations:

1) Funds generated have no bearing on the rights of individual employees to these funds
2) Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit
3) Any funds that are not distributed on the effective date will remain unspent
4) Funds generated may not be combined with any other funds provided for distribution in this plan

Eligibility

1. Employee must have a hire date prior to April 1, 2014
2. Employees must be in “good standing”, with satisfactory performance reviews completed between July 1, 2013 and June 29, 2014 in order to qualify for any of the funds.

Creation of Funding Pools

Funding for adjustments will be generated by dividing employees of each employee classification generating the money, into units by the lowest level Vice Chancellor or Assistant Vice Chancellor which shall create the pool for the unit.

Criteria for distribution for UWW (applied in order):

To generate a fund for distribution of discretionary adjustments by unit for UWW IS Employees a snapshot of IS Employees was taken on 4/1/14 any adjustments to pay between 4/1/14 and 6/29/14 will be taken in to account to determine market adjustments. Local Market adjustments are being made for considerations in terms of competitive market conditions of Madison and Milwaukee on top of the GWA and adjustments from original pay plan.

The snapshot is used to determine all increases with the exception of Merit. Employees may earn merit in any or all three categories below:

1. Market Increase: To receive a Market Increase an employee must be below 90% of the average salary of employees in same classification on the Madison and Milwaukee campuses.

   If an individual is less than 90% of the average rate for the classification in Madison and Milwaukee, they will receive an increase as follows:

   • If an individual is between 10 and 15.99% lower, they will receive a base adjustment of .40 cents per hour.
   • If they are between 16 and 30% lower than the average, they will receive .60 cents per hour.
2. **Longevity**: An employee has been in satisfactory standing at the University of Wisconsin-Whitewater for 5 years or more will receive **50%** of the Parity adjustment ($0.75 per hour)

3. **Merit**: The merit pool for employees will consist of any monies that have been generated in the units that have not been used for Market or Longevity. Any monies not used in a unit may be redistributed to other units at the discretion of HR in consult with the Chancellor.

   Supervisors, with the assistance and approval of HR shall determine meritorious service and amounts to be given.

   No employee may receive greater than $3.00 in merit.

   All monies generated do not have to be distributed by the employer.

   No employee may exceed the top of their pay range with the adjustments being given.

   Employees may not grieve the decisions of their supervisors regarding their performance or inclusion or exclusion increases.