

## Resolution Against Pay Plan Use of Performance Evaluation

*For ASA consideration on 11/9/2022*

WHEREAS, University of Wisconsin-Whitewater has announced the process for employees to be eligible, including Academic Staff, for the January 2023 pay plan to include requiring employees to have a current performance evaluation that score is satisfactory or higher.

WHEREAS, this pay plan is designed to be a cost of living increase and not merit based.

WHEREAS, linking the eligibility of the pay plan to performance evaluations is contrary to the concept of a cost of living increase as all employees are faced with inflation, increased grocery bills etc.

WHEREAS, salary increases have not kept up with inflation.

WHEREAS, withholding a cost of living pay increase due to performance can be perceived as punitive and not supportive of employee morale or employee performance development.

RECONGNIZING, the process to determine which employees would not be eligible due to performance evaluations would be an arduous and unnecessary burden on Human Resources staff and time.

THEREFORE, BE IT RESOLVED that the Academic Staff Assembly request that the performance evaluation requirement for the 2023 pay plan be removed from the current criteria.

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|--------------------|---|----------|-----------------|------------------|
| <b>Action Date</b> | 11/9/2022<br>Tabled until 11/30/2022 meeting to continue discussion |          |                 |                  |
| <b>Action Date</b> | 11/30/2022  |          |                 |                  |
| <b>Action</b>      | <b>Approved</b>   |          |                 |                  |
| <b>Vote Detail</b> | Ayes – 12   | Nays – 0 | Abstentions – 1 | Other – 3 Absent |