



GARY L. MILLER
Chancellor

Memorandum

To: UW-Green Bay Employees

From: Gary L. Miller *Gary L. Miller*

Date: May 31, 2018

Subject: Performance-Based Funding Distribution

I am delighted to announce that based upon positive UW-System and campus performance, we anticipate an allocation of approximately \$630,000 in ongoing performance-based funding from the State of Wisconsin in 2018-19. These dollars will aid in responding to the significant compensation disparities that exist for many employees within our institution. Performance-based funding is separate and distinct from pay plan dollars, scheduled for distribution to all eligible employees during 2018-2019. The allocation of the performance-based dollars will be distributed in two phases.

The Cabinet and I have concluded that raising the annual compensation of the lowest paid employees should be the first priority in the allocation of these funds. We have determined that all employees who work for the University of Wisconsin-Green Bay should be entitled to a wage that facilitates not merely a living wage, but one that reflects the value that all employees bring to the Institution. Based on this philosophy, the University of Wisconsin-Green Bay will set \$15.00 per hour as the lowest compensation rate paid to any employee in a permanent or on-going position at the institution. As a result, 44 current UWGB employees will receive an increase in pay next month with a cost of approximately \$150,000 to the University. The timing of these adjustments is prior to pay plan implementation in order to take advantage of the additional 4% most employees will receive in 2018-19. Although the timeline for these increases is aggressive, we engaged the University's Strategic Budgeting Committee and the Compensation and Workload Committee about our intent to take this action.

These adjustments address only a small number of compensation inequities among a number of highly valued but wholly undercompensated university colleagues. We are all well aware of the disparity in compensation for faculty and staff when compared to peers. This first action represents a preliminary move to address an immediate issue. Plans are in place to examine all compensation factors and perform analysis across a broad spectrum of employee groups in

the distribution of the remaining funding. Moreover, as we grow and our financial situation improves, we must be prepared to deploy merit-based compensation adjustments. Please know all of these issues are under continuous consideration and will be discussed with the Strategic Budgeting Committee, and appropriate shared governance groups, as proposals emerge. For now, I hope you will agree it is gratifying to make progress on one important piece of our overall compensation challenge.