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OCT 04 2016  
ST. FINANCE

DATE: September 30, 2016

TO: Senator Alberta Darling, Co-Chair, Joint Committee on Finance  
Representative John Nygren, Co-Chair, Joint Committee on Finance  
Secretary Scott Neitzel, Department of Administration  
Division Administrator Gregory L. Gracz, Department of Administration, Division of Personnel Management

FROM: Ray Cross 

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 2015-16 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 2015-16 in order to retain key employees that are valuable to the success of students, their instruction, and the UW System as a whole. Twelve institutions distributed \$3,566,968, excluding fringe benefits, to 580 individuals for competitive adjustments related to market-based equity and retention issues.

Sections 36.09(1)(h) and S36.09(1)(j), Wisconsin Statutes, 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 to the Joint Committee on Finance, the Department of Administration, and the Office of State Employment Relations (reorganized as Department of Administration, Division of Personnel Management) 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.

If you have any questions regarding this report, please contact Jennifer Goytowski at 608-263-3307

Attachment

cc: Joe Malkasian, Committee Clerk  
Legislative Fiscal Bureau  
Sara Hynek, DOA  
UW System Board of Regents  
UWSA Cabinet  
Jane Radue, UWSA  
Jennifer Goytowski, UWSA

**UNIVERSITY OF WISCONSIN SYSTEM  
MARKET FACTOR ADJUSTMENTS EFFECTIVE  
FY15-16**

	Number of Adjustments	Annual Cost of Adjustments
Madison	261	\$2,883,500
Milwaukee	33	\$187,307
Eau Claire	19	\$48,280
Green Bay	6	\$13,184
La Crosse	2	\$9,859
Oshkosh	9	\$44,084
Parkside	2	\$7,833
Platteville	0	\$0
River Falls	4	\$33,501
Stevens Point	0	\$0
Stout	0	\$0
Superior	1	\$2,910
Whitewater	8	\$27,743
Colleges	101	\$142,463
Extension	134	\$166,304
System Administration	0	\$0
Systemwide	0	\$0
<b>Total</b>	<b>580</b>	<b>\$3,566,968</b>

Universities: Madison, Milwaukee, Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls; Stevens Point, Stout, Superior, Whitewater. Colleges: Baraboo/Sauk County, Barron County, Fond du Lac, Fox Valley, Manitowoc, Marathon County, Marinette, Marshfield/Wood County, Richland, Rock County, Sheboygan, Washington County, Waukesha. Extension: Statewide.

# STATE OF WISCONSIN

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**John Nygren**

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## JOINT COMMITTEE ON FINANCE

### MEMORANDUM

To: Members  
Joint Committee on Finance

From: Senator Alberta Darling  
Representative John Nygren

Date: October 4, 2016

Re: UWS Report to JFC

Attached is a report on the 2015-16 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