TO: Rob Cramer

FROM: Andrea Cool, Chair Academic Staff Senate

DATE: November 20, 2013

RE: Non-Instructional Academic Staff University-Augmented Compensation Recommendations for 2013-14 and 2014-15

The Academic Staff Senate approved on November 18, 2013, the following recommendations for the dispersion of the university-augmented compensation funds for 2013-14 and 2014-15. The recommendations were brought forth by the Non-instructional Academic Staff University Enhanced Compensation Committee, and wording was minorly adjusted in response to comments from the Academic Staff Senate.

**Base salary building money:**

**Level 1** (Minimally $4,025 with any “left over money” added on to this category and divided evenly by those receiving a Level 1 bump)
- Full time appointment (.8 FTE or greater);
- Meeting at or above expectations on current performance evaluation;
- 10 or more years of service at UW-Platteville (with any combination of years as an Academic, Classified, Faculty, or LTE member) – one time only in 2013/14 or 2014/15 budget
  - 9 month contract start date on or before 8/20/03; 12 month contract start date on or before 7/1/03;
- At or within $2,500 of minimum salary range for their current position;

**Level 2 $1,525**
- Full time appointment (.8 FTE or greater);
- Meeting at or above expectations on current performance evaluation;
- 10 or more years of service at UW-Platteville (with any combination of years as an Academic, Classified, Faculty, or LTE member) – one time only in 2013/14 or 2014/15 budget
  - 9 month contract start date on or before 8/20/03; 12 month contract start date on or before 7/1/03;
- At or within $2,501-$4,000 of minimum salary range for their current position

**Level 3 $1,000**
- Full time appointment (.8 FTE or greater);
- Meeting at or above expectations on current performance evaluation;
- 17 or more years of service at UW-Platteville to address compression (with any combination of years as an Academic, Classified, Faculty, or LTE member) as of 7/1/96 – one time only in 2013/14 or 2014/15 budget

**Level 4 $700**
- Full time appointment (.8 FTE or greater);
- Meeting at or above expectations on current performance evaluation;
- 5 or more years of service at UW-Platteville (with any combination of years as an Academic, Classified, Faculty, or LTE member) – one time only in 2013/14 or 2014/15 budget
  - 9 month contract start date on or before 8/22/08; 12 month contract start date on or before 7/1/08;
- At or within $1,000 of minimum salary range for their current position

**Contingencies for NIAS**
- If employee is currently serving in an interim position the base adjustment is applied to the permanent position if applicable based on the above criteria, should the employee return to their previous position.
- If an employee receives a promotion the base salary building money is added onto their new salary.
- Those without a current evaluation, will assume to performing at or above expectations.