

STAFF SENATE PASSED

STAFF SENATE RESOLUTION #237

Title: Resolution in Support of Longevity Pay for University of Wyoming Classified Staff Employees

Date: March 6, 2019

Author: Senator Stevens

Sponsors: Senators Colman and Reddick

1 WHEREAS, in 2009, Wyoming Senate File 0125 - State Employee Compensation modified the statutes
2 governing the state employee classification and compensation plan to codify longevity pay increases
3 for state employees of \$40 per month for each five years of service¹, and;
4 WHEREAS, employees of the University of Wyoming do not currently receive longevity pay as outlined
5 in Senate File 0125, or any other comparable form of longevity pay, and;
6 WHEREAS, due to this and other policy disparities, salaries paid to staff employees of the University of
7 Wyoming have fallen significantly below salaries paid to staff employees of other state of Wyoming
8 agencies in comparable positions²;
9 THEREFORE, be it resolved that the Staff Senate of the University of Wyoming requests that the
10 University of Wyoming implement a longevity pay policy for UW classified staff employees at a rate of
11 \$40 per month after completion of each five years of continuous service, to be included in the budget
12 exercise at the department or unit level, based on each employee's current years of continuous service,
13 and implemented by fiscal year 2021.

¹ <https://www.wyoleg.gov/legislation/2009/SF0125>

² Data reflecting these salary inequities can be viewed at http://www.uwyo.edu/staff-senate/_files/doc/Issues/uwyo-staff-uw-classified-positions_july_2014-comparison.pdf. More recent analyses have been completed by the Department of Human Resources, but Staff Senate does not currently have access to the data.

Date of Passage: June 5, 2019

"Being enacted on 6/24/2019, I do hereby sign my name hereto and approve this Senate action."

Renee Ballard

Staff Senate President, Renee Ballard