

## STAFF SENATE RESOLUTION #238

**Title:** Request for Modification to Salary Policy

**Date:** March 6, 2019

**Author:** Senator Stevens

**Sponsors:** Senators Colman and Keto

1 WHEREAS, in 2018 the University of Wyoming established a Salary Policy to set guidelines and  
2 processes for establishing salaries and dispensing salary increases for UW employees, and;  
3 WHEREAS, the Salary Policy calls for making initial salary assignments using the staff salary  
4 matrix when initially hiring or promoting staff members, and;  
5 WHEREAS, among UW staff and supervisors there is widespread dissatisfaction with the staff  
6 salary matrix as a tool for assigning salary ranges to staff positions, and;  
7 WHEREAS, the Salary Policy specifies that in years when funding for salary increases is available  
8 the adjustments will be made by mapping staff classifications to the appropriate market range,  
9 thus requiring that a market analysis by classification be completed on a regular basis, and;  
10 WHEREAS, under the Salary Policy the staff salary matrix is no longer necessary since a market  
11 survey will now be completed on an annual or biannual basis;  
12 THEREFORE, be it resolved that the UW Staff Senate requests a revision to the Salary Policy to  
13 eliminate the use of the staff salary matrix, and;  
14 THEREFORE, be it further resolved that the UW Staff Senate requests that the University of  
15 Wyoming move to a system for establishing and updating staff salary ranges similar to that used  
16 by the State of Wyoming<sup>1</sup> in which a salary range<sup>2</sup> and Market Policy Position<sup>3</sup> is established for  
17 each position or group of related positions where a career ladder is present, and;  
18 THEREFORE, be it further resolved that the salary ranges assigned to staff positions be updated  
19 at least every two years regardless of whether there is funding for salary increases.

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<sup>1</sup> See information available at <https://ai.wyo.gov/divisions/human-resources/consultative-services/compensation/pay-tables-salary-averages>

<sup>2</sup> See <https://drive.google.com/file/d/0B5J8FxR91gVzdEdNbG5xUEZjZTNpRHc3ZWIRbFR0SWRoV1Nv/view>

<sup>3</sup> See <https://ai.wyo.gov/divisions/human-resources/consultative-services/compensation/structure-policy-faqs> for more information on the Market Policy Position.

Date of Passage: April 3, 2019

“Being enacted on April 23, 2019, I do hereby sign my name hereto and approve this  
Senate action.” Lina Renee Ballard

**Staff Senate President, Renee Ballard**