

Fact Sheet
University of Wyoming's Raise Request for the 2013-2014 Biennium
Office of Academic Affairs and Division of Administration
 October 28, 2011

In its recent 2013-2014 biennial budget request to the Legislature, UW's highest priority request is employee raises. There is no guarantee that the Legislature will appropriate the amount that UW requested or that it will appropriate any salary raise money at all.

How much money did UW request for employee raises?

UW requested a total of \$21.59 million in recurring dollars for salary increases and accompanying increases to the employer-paid benefit (EPB) budget for the FY2013-2014 biennium.

How did UW arrive at this amount to request?

In the 2011 legislative session, executive branch employees received increases bringing their salaries to 91 percent of market averages. UW employees, community college employees, and K-12 employees did not receive that adjustment. UW's request is based on market analyses of faculty, staff, and administrator salaries, and it has two components. The first component is the amount required to move the average of UW employees' salaries to 91 percent of 2011 market averages for all employee categories. The second is the amount required to raise average salaries further to 95 percent of these market averages. The two-part request is part of UW's ongoing strategy, documented in UP3, to pursue the goal of bringing average salaries to the national average.

How much of the request would go to salaries and how much to funding employee benefit costs?

UW's total raise request is composed of several parts described in the table below:

Budget	FY2013		FY2014	
	Salary increases	EPB increases	Continuation of salary increases	Continuation of EPB increases
Agency 067 (UW "Block Grant")	\$8.259 M	\$1.817 M	\$8.259 M	\$1.817 M
Agency 167 (UW Medical Education)	\$0.59 M	\$.13 M	\$0.59 M	\$.13 M
Total	\$8.849 M	\$1.947 M	\$8.849 M	\$1.947 M

The sum of the numbers in the row labeled "Total" is \$21.59 million.

Why did UW request the same amount of raise money for each year of the biennium?

The State of Wyoming uses biennial (two-year) budgets. Therefore, UW must ask for two years' worth of raise monies. In the table above, the second year's request simply sustains (or carries forward) the salary and EPB increases to be administered during the first year. The request for the second year does not represent a second raise.

Who will be eligible for the raise if the Legislature approves UW's request?

All Section I UW full-time and part-time benefited employees who have performed at a satisfactory or better level and who were hired on or before December 31, 2011, will be eligible for a raise from this appropriation request, if it is approved. (Section I refers to the portion of UW’s budget supported with state appropriations.) The state-appropriated raise pool is available only to employees whose salaries are funded at least in part with state appropriations. Section II sources must be used to fund salary increase for section II-funded employees.

How much will each UW employee receive if the Legislature approves the raise request?

UW administers merit raises, not across-the-board raises. In recommending raises for their employees, supervisors must consider several factors, including (a) meritorious performance, (b) differences in performance, and (c) other factors, such as equity and market discrepancies.

What does the raise request represent in percentage terms?

The salary portion of the raise request amounts to 6.6% of UW’s total section-I salary base for all full-time employees and a portion of Medical Education part-time salaries. The table below shows how the figure 6.6% is derived. As noted above, employees will receive different percentage raises. If UW’s request is approved, some eligible employees will receive more than 6.6% and some will receive less. The actual average raise in percentage terms will be determined by the legislative appropriation, once it’s known.

Requested salary increase per FY	\$8.849 M
Full-time and part-time salary base in FY2012 ^a	\$133.7 M
Requested increase as a percentage of total salary base	6.6%

^aAgency 067 salary base = \$124.7 M; Agency 167 salary base = \$9 M

Will any monies be allocated to special raise pools?

The full amount of the salary raise monies appropriated by the Legislature will go into employees’ compensation. The president and vice presidents may reserve funds for special raise pools to reward exceptionally meritorious employees, to fund mandatory raises for promoted faculty members and academic professionals, and to help redress salary equity and market problems. UW does not ask the Legislature to decide on the distribution of appropriated dollars to these categories.

As usual, all dollars reserved for these purposes will be distributed as salary increases.

When will we know what the raises will be if any are approved?

By December 1, the Governor will send his budget recommendations to the Legislature. The Joint Appropriations Committee will begin to review the budget later that month, and then the entire Legislature will convene for this purpose in mid-February. In early March 2012, the legislative session will conclude. Shortly thereafter, the Governor will sign the legislation into law. At that time, we will have a final decision on any state-supported salary increases.