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6 **RESOLUTION IN SUPPORT OF MODIFYING**
7 **THE SALARY POLICY FOR UW STAFF**
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9 **WHEREAS**, the University of Wyoming’s Staff Senate recently passed by unanimous vote
10 a resolution to modify the current salary policy for staff (resolution #239); and
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12 **WHEREAS**, widespread dissatisfaction exists among UW staff and supervisors about the
13 staff salary matrix as a tool to assign competitive salary ranges to staff positions; and
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15 **WHEREAS**, current salary policy specifies that, in years when funding for salary
16 increases is available, adjustments will be made by mapping staff classifications to the
17 appropriate market range, requiring regular market analyses by classification; and
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19 **WHEREAS**, under this policy a staff salary matrix is redundant, since a market survey will
20 be completed annually or biannually; and
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22 **WHEREAS**, adequate compensation for UW staff is essential to attract and retain the
23 best employees this institution can afford; now therefore
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25 **BE IT RESOLVED** that Faculty Senate supports Staff Senate’s request for a revision of the
26 salary policy, with elimination of staff salary matrix; and
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28 **BE IT FURTHER RESOLVED** that Faculty Senate supports Staff Senate’s request that UW
29 move to a system for establishing and updating staff salary ranges similar to that used by the
30 State of Wyoming¹ in which a salary range² and a Market Policy Position³ are established for
31 each position or group of related positions where a career ladder exists; and
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33 **BE IT FURTHER RESOLVED** that Faculty Senate supports a policy of salary ranges
34 assigned to staff positions being updated at least every two years, regardless of whether
35 funding exists for such increases.

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

²See <https://drive.google.com/file/d/0B5J8FxR91gVzdEdNbG5xUEZjZTNpRHc3ZWIRbFRoSWRoV1Nv/view> ³
See <https://ai.wyo.gov/divisions/human-resources/consultative-services/compensation/structure-policy-faqs>
for more information on the Market Policy Position.

AUTHENTICATION: The foregoing Faculty Senate Resolution 363, duly adopted by the Faculty Senate of the University of Wyoming under date of May 6, 2019, is hereby transmitted to the President of the University of Wyoming for review in accordance with UW Regulations.

A handwritten signature in black ink, appearing to read 'C. Marks', with a long horizontal line extending to the right.

Clifford J. Marks
Secretary of the Faculty Senate