STAFF SENATE RESOLUTION #238

Title: Request for Modification to Salary Policy
Date: March 6, 2019
Author: Senator Stevens
Sponsors: Senators Colman and Keto

WHEREAS, in 2018 the University of Wyoming established a Salary Policy to set guidelines and processes for establishing salaries and dispensing salary increases for UW employees, and;
WHEREAS, the Salary Policy calls for making initial salary assignments using the staff salary matrix when initially hiring or promoting staff members, and;
WHEREAS, among UW staff and supervisors there is widespread dissatisfaction with the staff salary matrix as a tool for assigning salary ranges to staff positions, and;
WHEREAS, the Salary Policy specifies that in years when funding for salary increases is available the adjustments will be made by mapping staff classifications to the appropriate market range, thus requiring that a market analysis by classification be completed on a regular basis, and;
WHEREAS, under the Salary Policy the staff salary matrix is no longer necessary since a market survey will now be completed on an annual or biannual basis;

THEREFORE, be it resolved that the UW Staff Senate requests a revision to the Salary Policy to eliminate the use of the staff salary matrix, and;
THEREFORE, be it further resolved that the UW Staff Senate requests that the University of Wyoming move to a system for establishing and updating staff salary ranges similar to that used by the State of Wyoming\(^1\) in which a salary range\(^2\) and Market Policy Position\(^3\) is established for each position or group of related positions where a career ladder is present, and;

THEREFORE, be it further resolved that the salary ranges assigned to staff positions be updated at least every two years regardless of whether there is funding for salary increases.

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\(^2\) See [https://drive.google.com/file/d/0B5J8FxR91gVzdEdNbG5xUEzjZWRIFRo5WRoVtvNv/view](https://drive.google.com/file/d/0B5J8FxR91gVzdEdNbG5xUEzjZWRIFRo5WRoVtvNv/view)

Date of Passage: April 3, 2019

"Being enacted on April 23, 2019, I do hereby sign my name hereto and approve this Senate action."

Staff Senate President, Renee Ballard