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July 14, 2014

Jill Hynum
Wisconsin Professional Employees Council
wpec@aft-wisconsin.org

Dear Ms. Hynum,

On May 27, 2014, you sent a records request for "a copy of the criteria UW-Systems has developed for distribution of adjustments listed in Section L – Market and Parity Provisions of the 2013-15 Compensation Plan."

The University of Wisconsin-Parkside provides the attached criteria.

Please let me know if you require further assistance.

Regards,

A handwritten signature in black ink, appearing to read "John Jaraczewski". The signature is stylized with large loops and flourishes.

John Jaraczewski
Records Custodian

IS Market and/or Parity Adjustments – Effective June 29, 2014

1. Funds generated have no bearing on the rights of individual employees to these funds
2. Criteria for distribution of these adjustments will be applied in a uniform manner throughout the agency or employing unit
3. Any funds that are not distributed on the effective date will remain unspent

Tier Definitions:

A two-tiered model has been developed for determining increase allocation.

Tier One: \$1.50/hour increase primarily due to salary compression and difficulty to recruit.

Tier Two: \$3.00/hour increase primarily because these positions have been identified as mission critical positions to retain, along with meeting the criteria stated in Tier One.

Staff whose current salary and position description does not fall into the categories of salary compression, difficulty to recruit or retain will receive an increase to the minimum of the pay range, if applicable, or receive no increase.