



Memorandum

GARY L. MILLER
Chancellor

To: UW-Green Bay Employees

From: Gary L. Miller

Date: October 1, 2018

Subject: Performance-Based Funding Distribution – Phase 2

As identified in a memo dated May 31, 2018, based upon positive UW-System and campus performance, we will be receiving an allocation of ongoing performance-based funding from the State of Wisconsin in 2018-19. The total allocation for the University of Wisconsin – Green Bay, Green Bay Campus will be approximately \$650,000. Performance-based funding is separate and distinct from pay plan dollars, scheduled for distribution to all eligible employees during 2018-2019.

The first phase of distribution in June, 2018 set \$15.00 per hour as the lowest compensation rate paid to any employee in a permanent or on-going position at the institution. As a result, 44 UWGB employees received an increase in pay at a cost of approximately \$150,000 to the University. These adjustments represent a University philosophy that all employees who work for the University of Wisconsin – Green Bay should be entitled to a wage that facilitates not merely a living wage, but one that reflects the value that all employees bring to the Institution.

The Cabinet and I have concluded that the second phase will include distribution of performance dollars based upon merit, in accordance with the HR 14-17-3 [Compensation and Pay Plan Policy \(I. iii.\)](#). This past week, the University's Strategic Budgeting Committee and the Compensation and Workload Committee were presented the allocation plan and administrative process for assessment and distribution. Both Committees reviewed information regarding the second phase and expressed support for moving forward.

Merit adjustments allow for recognition of employees' superior or meritorious performance. The remaining allotment for this merit distribution after minimum pay adjustments (phase one) and accounting for fringe costs is approximately \$400,000. Available dollars will be allocated to the Vice Chancellors and Cabinet-Level Directors as budget authorities for distribution to units within each division.

During the next month, Vice Chancellors and Cabinet-Level Directors will be communicating with their units regarding merit adjustment recommendations. The intent is to have merit adjustments identified and effective prior to the end of 2018. For further information on the approved performance-based funding distribution procedure and timeline, please see the guidelines sent as a separate attachment. If you have questions about the distribution process within your unit, please contact the Vice Chancellor or Cabinet-Level Director for your area.

The dollars identified have been allocated specifically to the Green Bay campus. UW Colleges was also given a designated allotment, with branch campus amounts to be determined. Once the allotments for the branch campuses have been confirmed, further communication will be distributed to that constituency. Guidelines for distribution of branch campus dollars will be consistent with the guidelines communicated along with this memo.

The Cabinet and I recognize the impactful work being done by faculty and staff throughout our University community. I hope you will join me in embracing the opportunity to provide meaningful rewards based upon these outstanding contributions.