

# FY 2021 – 2023 NEW POSITIONS & COMPENSATION ADJUSTMENTS

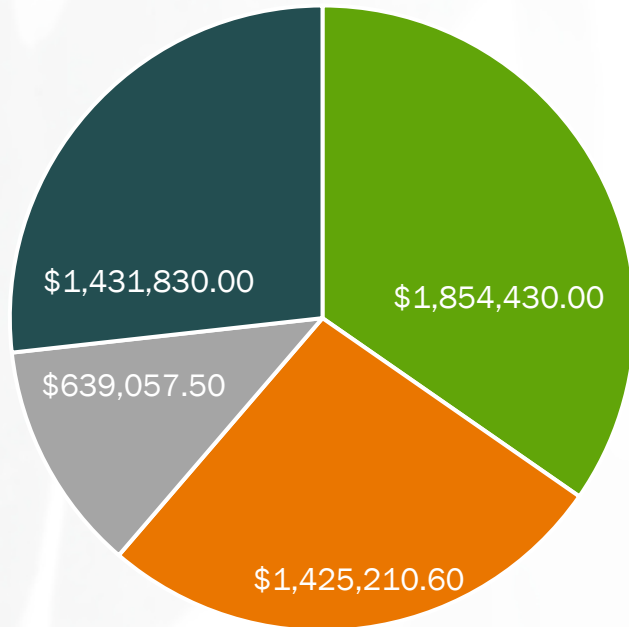
UW-Green Bay Office of Human Resources  
October, 2023

# FY 2021 – FY 2023 NEW POSITIONS

## 99 NEW POSITIONS

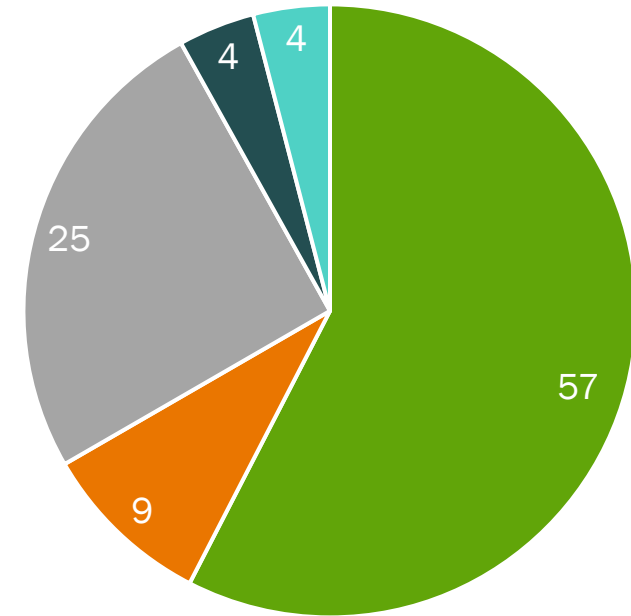
### TOTAL SALARY COST = \$5,350,528.10

Funding



■ 131/189 ■ 102/103 ■ 128 ■ Other non-predictable

Employee Type

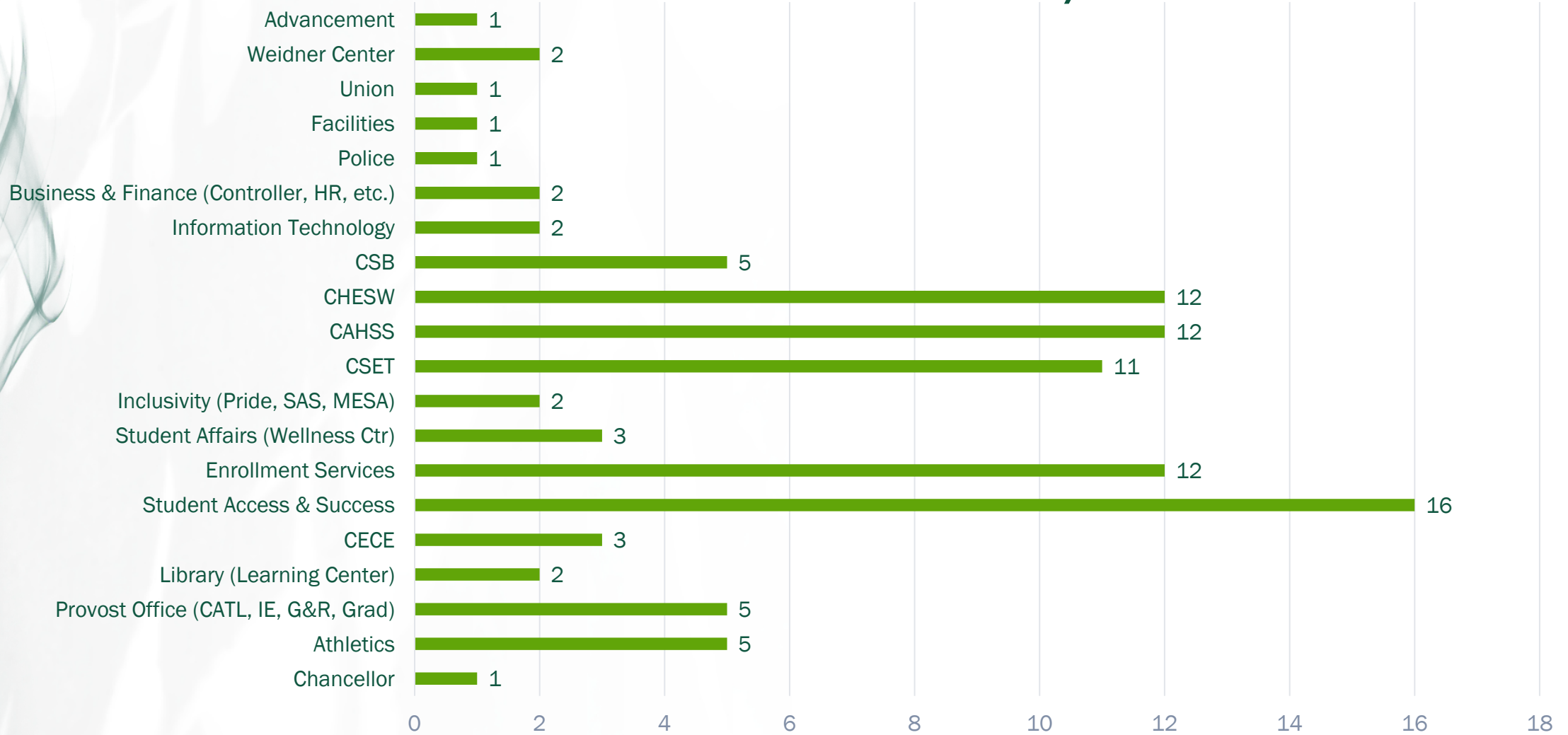


■ Non-Instructional AS ■ Faculty  
 ■ Instructional AS ■ Limited (including Athletics)  
 ■ University Staff

- Dollar amounts are reflective of salary upon hire, and do not include fringe costs or other adjustments since hire date (i.e. pay plan)
- In FY21, UW Green Bay received \$749,514 in outcomes based funding and \$733,657 in open access & transfer mission funding. These base GPR salary dollars (102/103) were used to fund 13.35 ongoing FTEs.

# FY 2021 - FY 2023

## # OF NEW POSITIONS BY DIVISION/DEPARTMENT



# ONGOING BASE RATE ADJUSTMENTS

# FY2021 – FY2023 ONGOING COMPENSATION ADJUSTMENTS (NON-PAY PLAN)

	Total # of Adjustments	Total Cost of Adjustments	Institutional Programs
FY2021	133	\$471,322.89	Market/Equity Program (Spring, 2021)
FY2022	262	\$961,010.21	Recruitment/Retention Program (Winter 2021/2022)
FY2023	153	\$555,798.00	Inversion Faculty/IAS Program (spring, 2023)

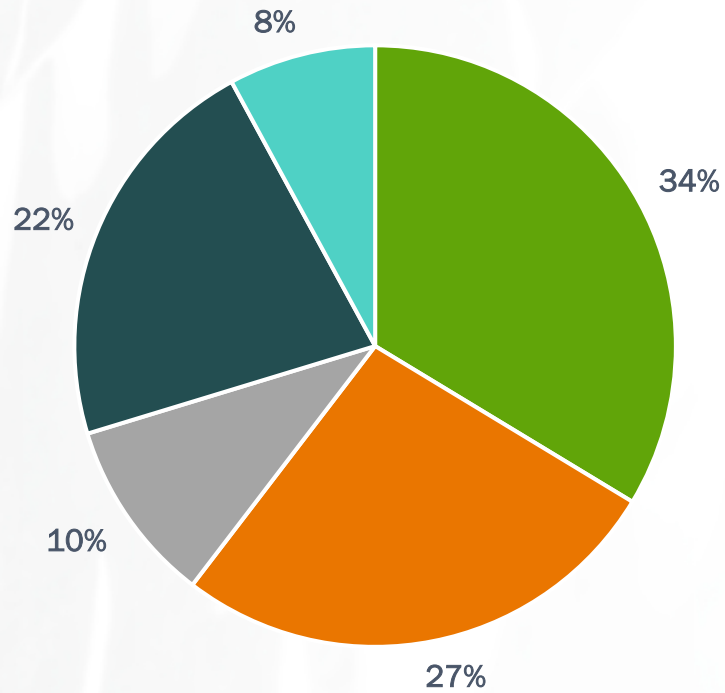
Includes adjustments funded both through new dollars and salary savings.

# FY 2023 ONGOING COMPENSATION ADJUSTMENTS

UW System Reason Code	UW-Green Bay Utilization	# of Adjustments in FY2023	Percentage of Adjustments in FY2023
001 – Change in Resp/Title	Title Change	13	8.50%
003 – Promotion	Faculty Promotion (previously AS Career Progression)	12	7.84%
006 – Equity	Adjustment due to inequity (protected characteristic)	1	0.65%
016 – Prevailing Wage Setting	Adjustment due to Department of Labor Prevailing Wage	1	0.65%
041 – Parity	Address compression between like positions	53	34.64%
080 – Market Factor - Competitive	Increase due to external market factors	37	24.18%
081 – Market Factor – Retention	Employee is actively looking for alternative employment	13	8.50%
093 – Change in Unique Responsibilities	Significant change in responsibilities without title change	23	15.03%

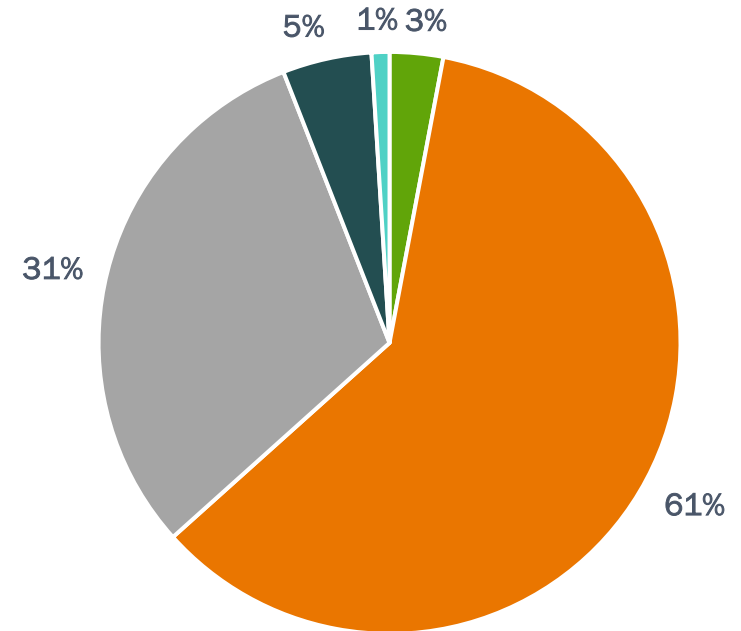
# FY 2023 ONGOING COMPENSATION ADJUSTMENTS

% of Total Increases by Classification



- University Staff
- Academic Staff (Non-Instructional)
- Academic Staff (Instructional)
- Faculty
- Limited

% of Total Increases by Area Leader

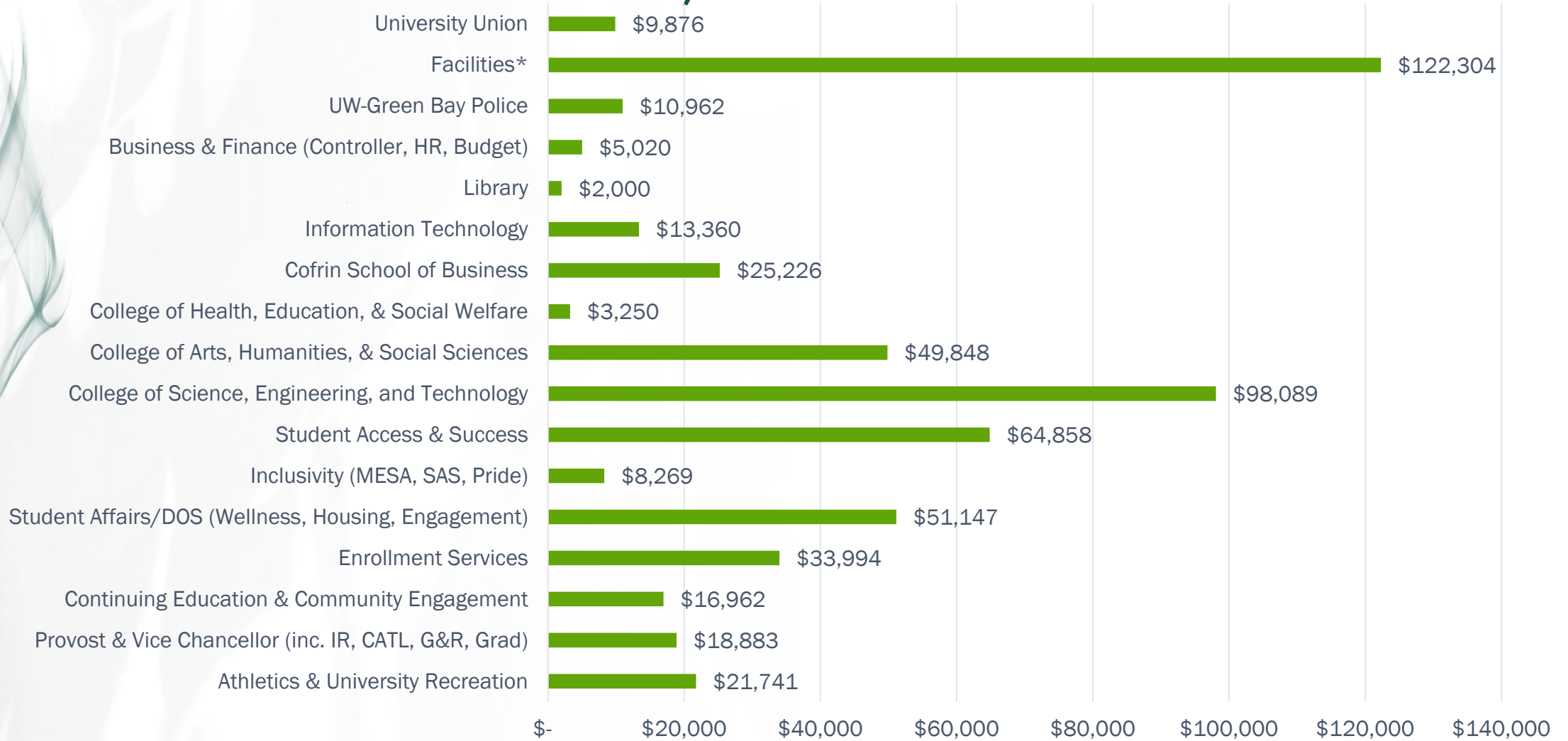


- Chancellor/Athletics/MUC/Weidner
- Academic Affairs
- Business & Finance
- Student Affairs
- Inclusivity & Advancement

Total % Ongoing Employees (per 2022 AA Plan): US (21%), AS (33%), IAS (10%), FA (25%), LI (11%)  
 Total % By Area Leader (per 2022 AA Plan): C/A/MUC/W (9%), AA (64%), B&F (19%), SA (5%), I&A (2%)



# FY 2023 COMPENSATION ADJUSTMENTS BY DIVISION/DEPARTMENT



\* Facilities includes \$92,352 of Custodial increases primarily funded through reduction of two Custodial FTEs



**ADDITIONAL COMPENSATION**  
**OVERLOADS & BONUSES**  
**(SUMMER PAYMENTS FOR 9-MONTH EMPLOYEES NOT INCLUDED)**

# ADDITIONAL COMPENSATION

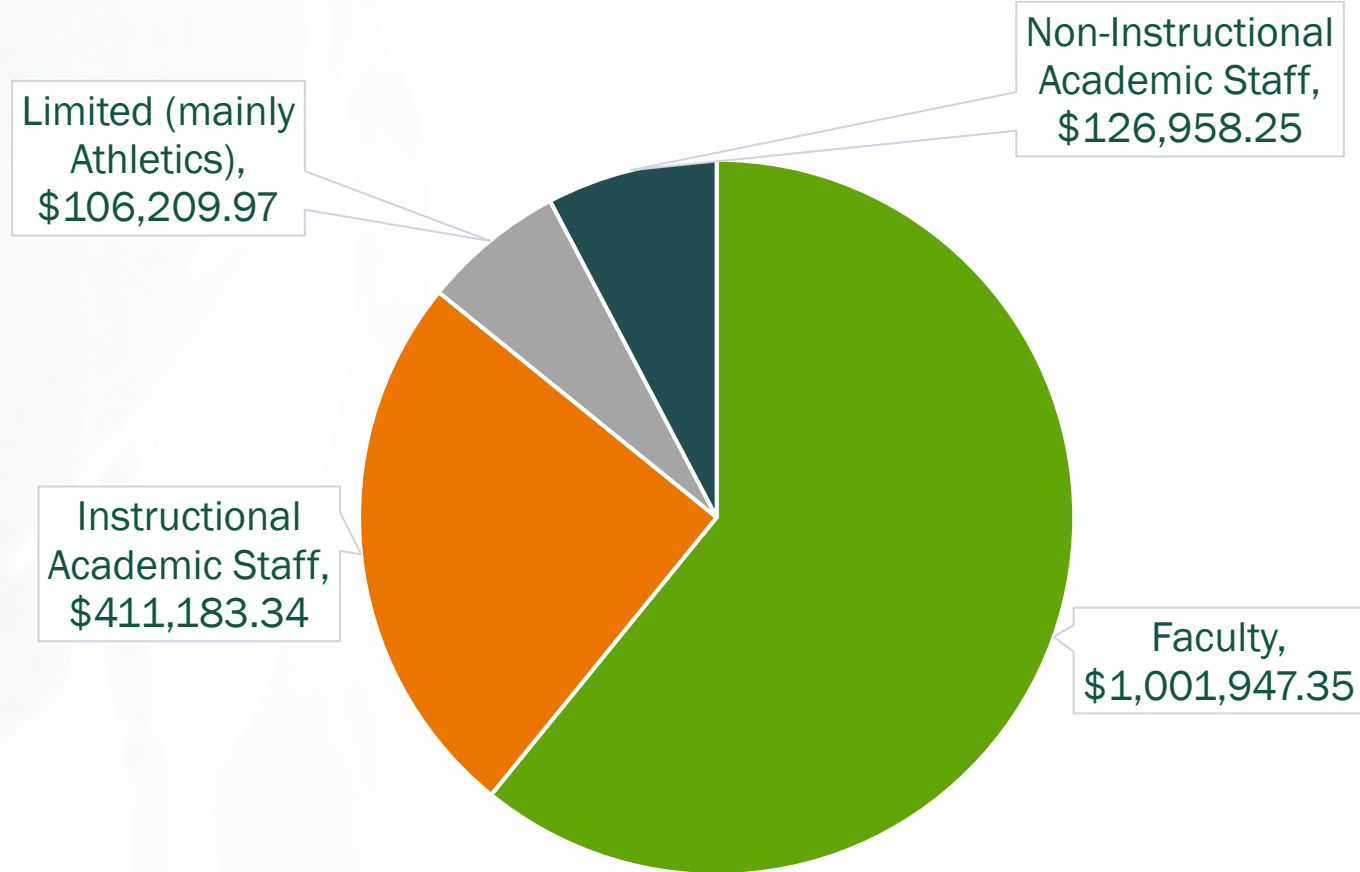
## 3-YEAR COMPARISON

AS REPORTED TO BOARD OF  
REGENTS FY21 – FY23



\*Does not include April 2022 bonuses for all employees

# FY 2023 ADDITIONAL COMPENSATION BY EMPLOYEE CLASSIFICATION\*



\* Does not include Summer Session or Summer Service