

Attract. Retain. Compete.

TITLE AND TOTAL COMPENSATION

The Title and Total Compensation (TTC) Project will update job titles, job descriptions, and modernize the title and compensation structure across the UW System and here at **UW-Shared Services**. This is part of the UW System's commitment to **attract** and **retain** the best people with **competitive** total compensation system (pay + benefits).

Learn more at wisconsin.edu/ohrwd/title-and-total-compensation-study/.

JOB TITLES & DESCRIPTIONS

More than 700 job titles and job descriptions across the UW have been created. Your updated job title and job description will describe the core functions, skills, and knowledge for your job. Your updated job title and job description will be matched to a job family, job sub-family, career path, and career level.



You will not lose your job. Your work will stay the same. You will be able to review, discuss, and confirm your new job title and job description during a meeting with your manager December 1, 2019 through February 15, 2020. Job titles and job descriptions will be posted online prior to these meetings. The new job titles and updated job descriptions will be implemented in administrative systems March 1, 2020. After March 1, 2020, you will have the chance to appeal your title if you believe the majority of the work you do falls outside the scope of the updated job title and job description. More details about this conversation and the title appeal process are coming this fall.

COMPENSATION

UW System is working with Mercer Consulting, a third-party research firm, to determine improvements or changes to the UW System pay structure. In 2020, UW System will update the pay ranges to align with market rates. UW System will determine and document all the methods for pay adjustments and career development that will be available in the future. UW System will update current pay policies to incorporate the changes made by the project.



Your pay will not be cut. Discussions about pay ranges will take place in 2020 after the job titling structure is finalized March 1. Any increases in pay are a next step and will need to be funded and planned over time by leadership.

BENEFITS

In 2018, more than 18,000 UW System employees participated in the Employee Benefits Preferences Survey that assessed the priorities, needs, and wants of employees related to their benefits. UW System will use this information to explore ways to enhance the value of UW benefits offerings. UW System will identify benefits enhancements and recommendations, and share them with stakeholders and the Board of Regents in early 2020.



Your current benefits package will remain the same. Changes to current benefits offerings are subject to Board of Regents and legislature reviews and approvals. A summary of the benefits survey data will be available on the UW System TTC Project website this fall.