

April 11, 2017

President Mark Nook
Seerley Hall 20
University of Northern Iowa
Cedar Falls, IA 50614-0705

Dear President Nook:

The P&S Council would like to make the following recommendation for the allocation of the 1.5% salary increases for fiscal year 2018:

A salary increase of 1% shall be allocated across-the-board only to those P&S employees that have been rated “meets expectations” and above. An additional salary increase of 0.5% shall be allocated on the basis of meritorious job performance for employees rated “meets expectations” and above.

- The entire 1.5% shall be fully distributed in the July 1, 2017 increase process.
- We would like to request that the money taken “off the top” for individual salary adjustments by divisions be limited to 0.25% and taken from the meritorious portion of the increase.
- To help make the salary adjustment more transparent, the Council requests a report with information from each division stating how much was allocated and how many P&S staff benefited from this “off the top” distribution.

We request your endorsement of this proposal and ask you to forward the recommendation to those individuals responsible for determining individual salary increases. Please feel free to contact me if you have any questions.

Sincerely,

Cody Heglund
P&S Council Salary and Fringe Benefits
Committee Chair

Matt Gordon
P&S Council President