Understanding Salary Scale

Explaining the 2008-2009 salary adjustment.

This year’s discussion regarding the pay increase was unique in two different ways: it involved including a .35% increase to the USG staff total salary; and also added a 3% increase to the pay scales for each of two years.

The .35% increase works out to approximately $200 per staff member, and various models for adding this amount were discussed. A $200 flat payout was ruled out because the salary system would end up clawing it back – the increase would be eroded over time and after a few years it would totally disappear. Obviously, the best solution would be to include it in the salary system in such a way that the benefit would not be lost over time.

The final solution took some ingenuity and occurs as a two-step process. The first step would be to adjust the 07/08 salary scales by 2% to reflect an average increase of $200 per person. Technically, this means that on April 30, 2008, the salary scales will be increased by 2%, which will lower everyone’s comp ratio (calculated by your salary divided by your job value) by 2%. The second step occurs on May 1, when the 3% increase will be given to the salary scales and the salary system calculates individual increases. As always, your individual staff increase is dependent on your performance review. Please see the HR’s website for examples.

Something similar will occur for the 2009/2010 salary year. At this time, the percentage is not known, but it will range between .7% and 1.5%. More information will be made available as that date gets closer.

Vacation Schedule Adjustments

To provide competitive vacation scales to attract new staff, staff will now get four weeks of vacation after four years of service (eff. July 1, 2008). Long-serving staff members who have accrued additional vacation days are not affected.

Mourning the loss of a Past-President

It is with sadness that we report that Dick Knight, a past-President of the UWSA, passed away on Monday, April 21, 2008 at South Muskoka Hospital in Bracebridge. Dick had many years of service with UW, retiring in 1992 from the Faculty of Arts, where he served as Academic Counsellor.

Dick was a three-time President of the Staff Association, serving in 1981, 1985, and 1989. He also was twice elected to serve as a staff member on the Board of Governors (in 1981 and 1984) and was named an Honorary Member of the University in 1997.

Our condolences go out to his family and friends.
Spring is finally in the air! Normally at this time of year the UWSA is busily preparing for an election but not this year – changes to the UWSA Constitution have moved the Annual General Meeting to October. This means September – a busy time for most of us – will also be election time. More details will be made available as the summer progresses.

As the campus goes into a summer slowdown over the next few months, the UWSA Executive will follow suit and focus on working on and with the new Executive Manager.

Progress on hiring the Executive Manager has been progressing behind the scenes. A job description has been (almost) finalized and the position should be posted in the coming weeks. Thanks to members of the Hiring Committee and Human Resources for their hard work to make it happen.

In the last issue of Staff News we proposed two committees: one to examine the services we provide to our members; and a second one to brainstorm about a potential “members’ fund”. Both of these issues will be moved to the Area Reps committee for discussion in May. It is critically important for us to get your thoughts, ideas, and feedback on what your expectations for the UWSA are: What services would you like to see provided? What can we change or improve? What companies would you like to see on our UWSA Discount Program? Talk it up with other staff members and let your Area Rep know your ideas, or send us an email directly (staffasc@uwaterloo.ca).

Don’t have an Area Rep for your department? Why not volunteer? It involves a brown-bag lunch once a month, and it is a great way to get involved and meet other staff across campus. Application forms are available through our website at http://www.adm.uwaterloo.ca/infostaf/index.html.

Also on the agenda for discussion during the spring term workload are changes to the Staff Recognition Award program, recognition of staff reaching large service milestones, and bringing a close to the Pension Advice Issue. And yes, an updated website is also on the list....

Jesse Rodgers
President, UWSA

WHO IS ON THE CURRENT UWSA EXECUTIVE?

President
Jesse Rodgers, IST, TC 0203, Ext. 33874

Past-President
Sue Fraser, Kinesiology, BMH, Ext. 32968

Treasurer
Dawn McCutcheon, Health Studies & Gerontology, BMH, Ext. 32921

Secretary
Trevor Grove, IST, TC 0209, Ext. 34679

Directors
Nelson Carrillos, Plant Operations, GSC, Ext. 33657
Greg Cummings, IST, MC, Ext. 36469
Doug Dye, Safety Office, COM, Ext. 35613
Cathy Jardine, Graduate Studies Office, NH, Ext. 32657
Shannon Wagner, Registrar’s Office, NH, Ext. 32264
Jean Zadilsky, Office of Research, NH, Ext. 33300

UWSA Office Admin
Darlene Garside, Ext. 33566

CONGRATULATIONS TO THE FOLLOWING STAFF WHO WERE HIRED OR PROMOTED IN MARCH 2008

New Hires
Beth Bohnert, Alumni Affairs
Neeltje Cheeseman, CECS
Christopher Diebolt, Plant Operations-Union
Valerie Dreisinger, Office of Research
Heidi Panchaud, Optometry - Centre for Sight Enhancement
Zivojin Pantic, Distance & Cont Education

Promotions & Transfers
Erin Rellinger Smith, Applied Health Sciences
Kyle Werth, UW Police Services
Jack Yang, IST

Sandi Corbin, Office of Research
Louise Green, Mechanical & Mechatronics Engineering
Diana Rau, Human Resources
ANNOUNCEMENTS

4th Annual UWSA Shopping Weekend November 7-9

Mark your calendar! Back by popular demand, the 4th annual pilgrimage to Erie, PA has been booked. Two buses are reserved for “Retail Therapy 101”, so we have room for all the faithful shoppers needing a “fix”. This year, we will be staying at the Hilton Garden Inn in Erie - a brand new hotel with lots of amenities. Start saving now for all those xmas $pecials!

Here are a few websites to whet your appetite:


Millcreek Mall: [http://www.millcreekmall.net/store/malldirectory.ch2](http://www.millcreekmall.net/store/malldirectory.ch2)


Room is available on a first-come, first-served basis, so book early – don’t be disappointed! Sometime in June a listserv message will be sent to all SA members with more details. Stay tuned...

Questions? Contact the event organizers: Sue Fraser and Peggy Day.

UWSA CALL FOR NOMINATIONS

The Staff Association Nominating Committee is seeking applications for staff representation on the following committee. We encourage all Staff Association members to consider submitting an application. Come on, get involved!

President’s Advisory Committee on Traffic & Parking

Term: May 1, 2008 to April 30, 2009

This committee meets at least three times per year. Listed below are the terms of reference:

- To receive and consider any submissions by individuals or groups on traffic and parking matters;
- To consider and recommend University policies on traffic and parking and in particular;
- Review and recommend on amounts, application, and methods of collecting parking fees;
- Review and recommend the updating and maintenance of traffic and parking rules and regulations and the publication of booklets, notices, etc., publicizing these.

For further information, please go to the following website:

http://www.adm.uwaterloo.ca/infosec/Committees/university-wide/pactp.htm

If you are interested in serving on this committee, please submit the following:

- why you would like to serve on the committee;
- any relevant abilities, information or experience you would like the Nominating Committee to consider; and
- your name, department and extension, e-mail address, and years of service at UW.

This information should be sent to the Chair of the Nominating Committee, Sue Fraser, fraser@uwaterloo.ca, by Monday, May 12, 2008. The information that you provide is a key factor in the final selection of the staff representative by the UWSA Nominating Committee.

On-Campus Fitness and Wellness Opportunities

Did you know that personal training is available on campus? The Manulife Wellness Centre (near the exit on Columbia Street) is home to UW Fitness and offers personal training by certified fitness staff. For more information please go to their website: [http://uwfitness.uwaterloo.ca/](http://uwfitness.uwaterloo.ca/)

This Spring UW Fitness is hosting a benefit!

Spring Into Song

Humanities Theatre

Sunday, May 25 at 2:00 p.m.

All proceeds will go directly to UW WELL-FIT. Tickets are only $25.00 (with a $10.00 charitable donation receipt) and are available from the UW Humanities Theatre Box Office – 519-888-4908 or UW Fitness at ext.36841.

More information can be found at: [www.ahs.uwaterloo.ca/spring/](http://www.ahs.uwaterloo.ca/spring/)

Reserve your ticket today!

4th Annual UWSA Shopping Weekend November 7-9

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