



Title and Total Compensation (TTC) Project Trades Forum

Mark Walters – Chief Human Resources Officer

Diane Blaskowski - TTC Sponsor

September, 2019



Welcome

Mark Walters - Chief Human Resources Officer



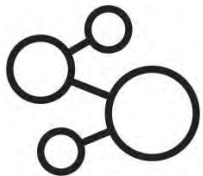
The TTC Project Creates:



Clear, consistent, and relevant job titles and descriptions



Market based pay and benefits structures (total compensation) to reward and retain our excellent employees



A framework for career development

Agenda



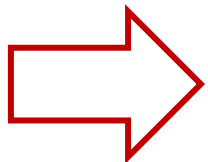
TTC Progress and Next Steps



How TTC Impacts You:
Standard Job Descriptions and Position Descriptions



Benefits Survey Update



Resources

What Changes March 1, 2020?



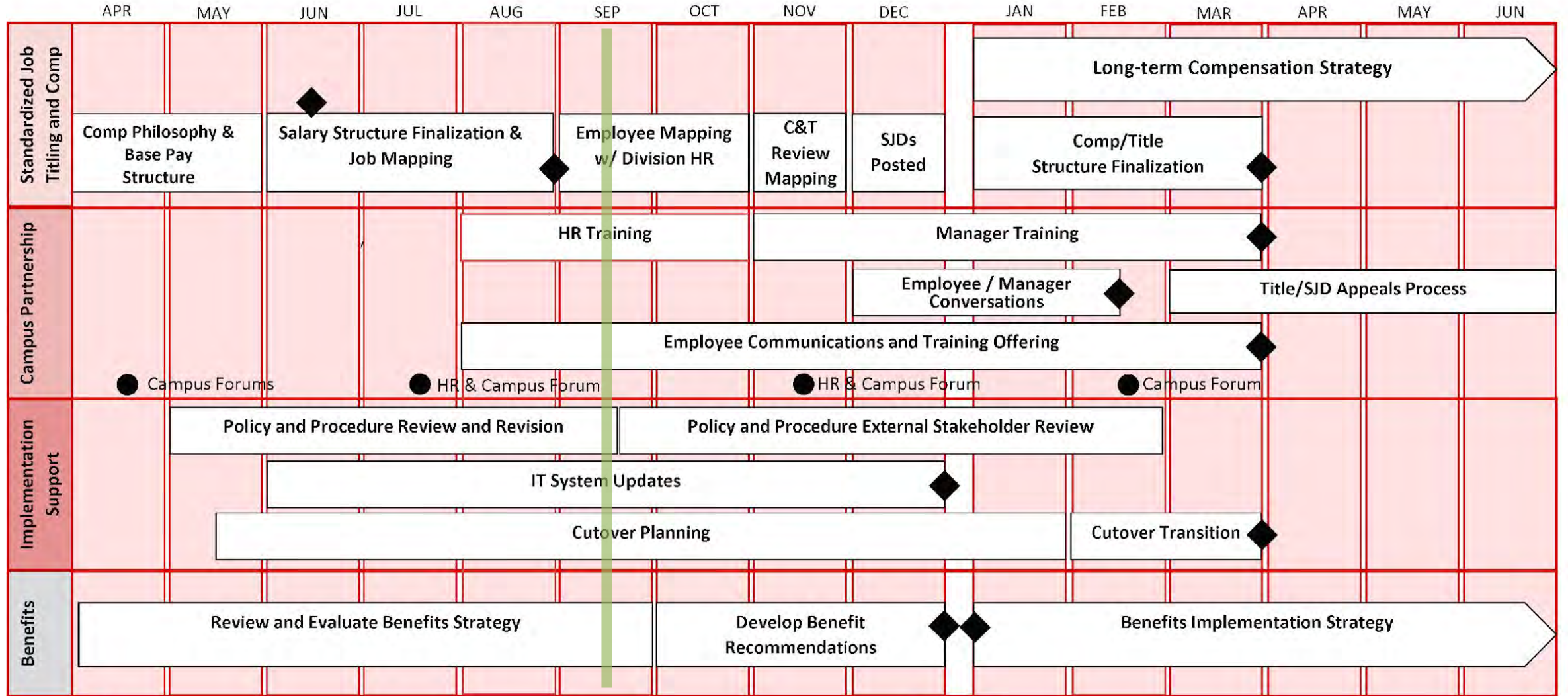
What Is Changing?

- Job framework
- Working titles (business titles)
- Position descriptions
- Salary administration guidelines
- Non-Statutory Benefit Enhancement

What Stays the Same?

- Job duties
- Base pay
- Reporting relationships
- Performance and development goals
- Employee category
- Statutory Benefits

TTC Project Timeline



← APRIL 2019 – DECEMBER 2019 →

← JANUARY 2020 – JUNE 2020 →



Highlights

October 31

- Division Human Resources (HR) mapping completion due

November

- TTC reviews workbooks for alignment
- HR Training Part II, manager training
- Standard Job Description (SJD) library posted online
- Campus Forums – multilingual, in person, online

December 1 – February 15

- Managers confirm mapping; position descriptions created
- Manager and employee conversations and engagement

January

- Benefits enhancements recommendation strategy begins

March 1

- Staff placed in new titles with corresponding compensation structure

Campus Engagement



4,184
Forum
Attendance
(since 2018)

10,347
TOTAL
Campus
Participation

3,768
Employees involved
in creating the
title structure
(since fall 2017)

111
Campus stakeholders from
schools, colleges and
divisions
bi-weekly meeting
contributors

August Pulse Survey
2,284
Completed Surveys

Agenda



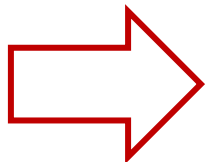
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Why Were SJDs Created?

SJDs create value in three ways:

1. Defines a list of common responsibilities shared by other UW employees in similar roles
2. Provides a standard way of describing a job that can be compared to others doing the same work across the broader labor market
3. Promotes a fair and equitable process for regularly monitoring and comparing our compensation and pay structures to keep pace with an ever-changing labor market

SJD vs. PD



Standard Job Description (SJD)

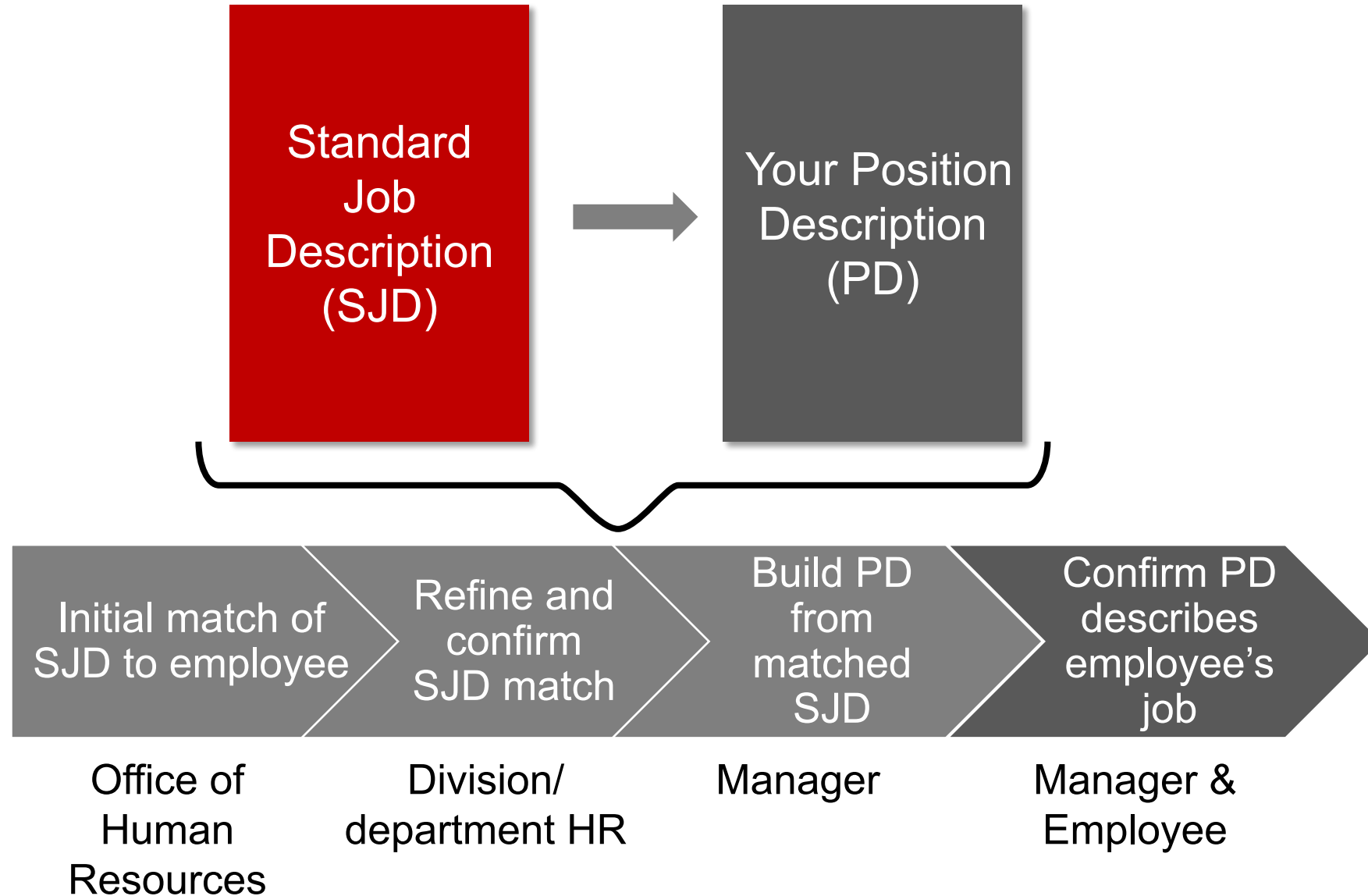
A general set of responsibilities, without regard to any specific employee, that describes work performed, and role and impact to the organization.

Position Description (PD)

The total work performed and role of an individual employee, including general and unique responsibilities.



How Will My New PD Be Created?



After March 1, 2020



Painter

Job Summary

Paints various surfaces, using appropriate tools and equipment to ensure adequate, safe and operable institutional facilities. Installs wall coverings and removes old paint to prepare surfaces prior to painting and mixes colors or oils to obtain desired color or consistency. Designs, fabricates and installs signage.

Standard Job Description



Painter

Responsibilities

1. Interprets blueprints and drawings to assess and determine specifications and to calculate the materials and equipment required. Discusses project plan with customer/client
2. Gathers materials, prepares work area, and maintains equipment and supplies needed for jobs
3. Completes skilled painting work, color matching, and mixing according to established trade standards and applicable building and safety codes
4. Reviews finished projects with client/customer. Maintains records and reports of work status and completion according to established deadlines and expectations
5. Cleans work area upon completion of projects according to established guidelines and expectations



Agenda



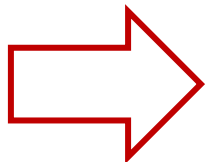
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Benefits Review

Benefits Value Analysis (BVA)

Compares UW benefits against the market*

Benefits Preferences Survey

Identified what benefit options UW employees value

Long-Term Benefits Strategy

Mercer provides comprehensive analysis of both

UW reviews and develops options

Options and recommendations vetted with UW Stakeholders

Recommendations presented to leadership

**“Market” includes public and private higher education peer institutions as well as private sector employers.*



Which Benefits Are Considered?

Under Consideration

Supplemental Benefits:

- Paid time Off
- Flexible Work Schedule
- Tuition Assistance
- Other non-statutory additions/enhancements

Not Under Consideration

Statutory Benefits:

- WRS
- Health Insurance
- Dental Insurance
- Vision Insurance
- FSA/HSA
- State Group Life Insurance

UW Trades vs. Non-Trades Survey Results



Most Attractive Initially by Cut



UW Trades vs. Non-Trades Survey Results



Most Attractive Today by Cut



Legend
■ Unfavorable
■ Neutral
■ Favorable

UW Trades vs. Non-Trades Survey Results



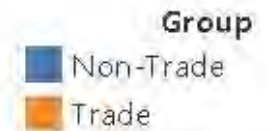
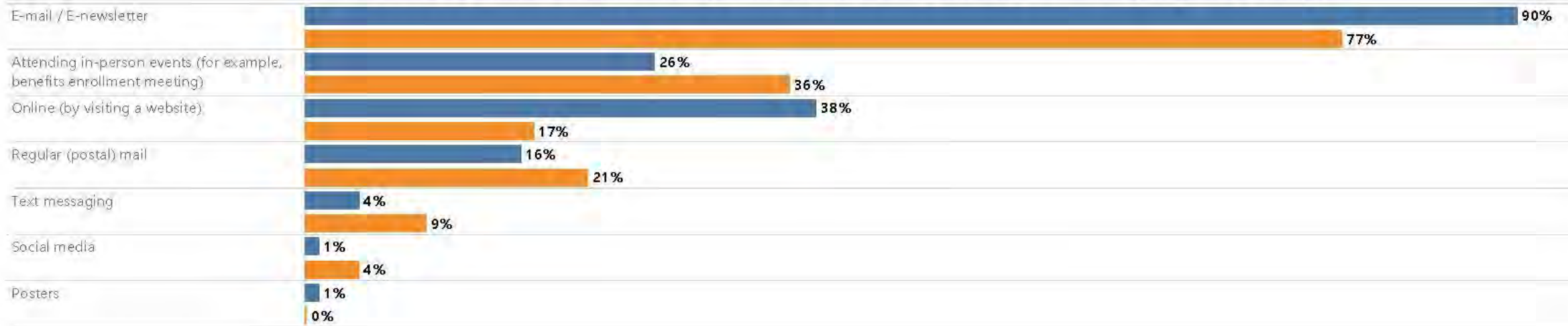
Benefits at University of Wisconsin by Cut (% Favorable)



UW Trades vs. Non-Trades Survey Results



I prefer to receive information about my benefits and other Human Resources programs through:



UW Trades vs. Non-Trades Survey Results



Financial Wellness at University of Wisconsin by Cut (75% favorable)



UW Trades vs. Non-Trades Survey Results



Engagement at University of Wisconsin by Cut (% Favorable)



UW Trades vs. Non-Trades Survey Results



Benefit Satisfaction (% Favorable)

	Type / variety of work	Stable employment	Pay and other benefits	Flexibility / work benefits (flexible schedule, time off)	Ability to gain unlimited income	Retention bonus (one-time bonus, 4,000)	Flexibility (work schedule and time)	Overall work environment	Health protection (accident, disability, long-term)
Trade	81%	77%	83%	89%	77%	77%	84%	87%	83%
Non-Trade	89%	74%	83%	77%	73%	87%	81%	89%	78%

	Healthcare benefits (medical, dental, vision)	Access to training	Training / development opportunities	Work/life benefits (savings, health, etc.)	Voluntary programs (savings and investments)	Com. partner (health, dental, vision, etc.)	Career advancement / promotion opportunities	Union / partners	Tuition / child assistance
Trade	78%	71%	83%	77%	77%	89%	77%	77%	87%
Non-Trade	74%	83%	87%	77%	89%	89%	77%	77%	87%

Legend

- Unfavorable
- Neutral
- Favorable

Benefits Pulse Survey for Trades



Q1. Are you interested in an employer subsidized health insurance plan, similar to those that other UW employee groups have?

Yes

No

Comments:

Benefits Pulse Survey for Trades



Q2. If you are currently not taking UW State Group Health and health insurance benefits were now offered, would you be interested in enrolling in

Family plan?

Single plan?

Annual opt out of \$2000?

Benefits Pulse Survey for Trades



Q3. Would you be interested in UW offering the same leave package to the Trades that other UW employee groups have?

Yes

No

Comments:

Agenda



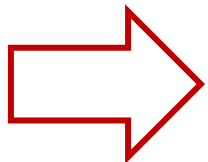
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How Employees Can Prepare



Familiarize Yourself with TTC

- ✓ Visit the website - review micro-learnings
- ✓ Attend a November All Campus Forum



October – November

- ✓ Review your current position description



December 1 – February 15

- ✓ Manager and employee conversations and engagement
- ✓ See new titles
- ✓ View new position descriptions

November Forums



Tentative Dates	Location	Event Time
11/12/19	Union South – English only	9:00am – 10:30am
11/12/19	Gordon Dining & Event Center (Multi-lingual)	1:00pm – 2:30pm
11/13/19	Health Science Learning Center (Multi-lingual) – Late Night	11:00pm-12:30am
11/14/19	Health Science Learning Center – English only	11:00am – 12:30pm
11/20/19	Online iteration	11:30am – 1:00pm



TITLE AND TOTAL COMPENSATION PROJECT

University of Wisconsin-Madison

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TTC & YOU

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EVENTS

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CONTACT



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Questions?



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