

UIS Minimum Wage Compression Plan

UIS strives to be a great place to work for every employee. To that end, we are pleased to announce that UIS has developed a four-year plan to address the salary compression created by the Illinois annual minimum wage increases. This is the first large-scale compression plan that UIS has implemented for staff.

Please note that this program affects only Civil Service and Academic Professional staff whose salary falls within a defined range. The following details more specifically outline who is eligible:

Year 1:

Effective April 3, 2022, Civil Service and Academic Professional employees who are on active payroll April 2, 2022, and make less than \$18 an hour shall receive a \$1 increase to their hourly rate.

Effective April 3, 2022, Civil Service and Academic Professional employees who are on active payroll April 2, 2022, and make between \$18 and \$24.99 per hour shall receive a 3% increase to their hourly rate.

Year 2:

Effective Jan. 1, 2023, Civil Service and Academic Professional employees who are on active payroll Dec. 31, 2022, and make less than \$19 an hour shall receive a \$1 increase to their hourly rate.

Effective Jan. 1, 2023, Civil Service and Academic Professional employees who are on active payroll Dec. 31, 2022, and make between \$19 and \$25.74 per hour shall receive a 3% increase to their hourly rate.

Year 3:

Effective Jan. 1, 2024, Civil Service and Academic Professional employees who are on active payroll Dec. 31, 2023, and make less than \$20 an hour shall receive a \$1 increase to their hourly rate.

Effective Jan. 1, 2024, Civil Service and Academic Professional employees who are on active payroll Dec. 31, 2023, and make between \$20 and \$26.51 per hour shall receive a 3% increase to their hourly rate.

Year 4:

Effective Jan. 1, 2025, Civil Service and Academic Professional employees who are on active payroll Dec. 31, 2024, and make less than \$21 an hour shall receive a \$1 increase to their hourly rate.

Effective Jan. 1, 2025, Civil Service and Academic Professional employees who are on active payroll Dec. 31, 2024 and make between \$21 and \$29.99 per hour shall receive a 3% increase to their hourly rate.

Additional Information:

- Civil Service salary ranges will be adjusted by the corresponding compression increase each year, and new hires will be hired in at the new rate.
- Increases for staff in bargaining units will be determined by negotiations with the bargaining representative and/or applicable contract settlements.
- Extra Help employees are not included in this compression plan.

- Civil Service and Academic Professional employees who received a salary adjustment within three months before the effective date of the compression increase may not be eligible.
- Compression increases may affect eligibility for participation in the annual campus salary program.

We hope this is welcome news and illustrates the university's appreciation for our dedicated and talented workforce. Thank you for all you do to support our university's important mission and vision!