Salary adjustment pool set at 5.5 percent for most non-bargaining staff

The salary adjustment pool for most non-bargaining unit employees will be 5.5 percent higher than last year's salary allocation, President Haenicke told staff members Aug. 1.

In two meetings — one for clerical/techni- cal employees and one for professional/ad- ministrative employees — Haenicke outlined the compensation packages for the various employee groups on campus. He illustrated his remarks with slides, some of which were printed here.

As in 1987-88, the pool for faculty mem- bers will have the largest percentage in- crease (see "Compensation Increases" ta- ble). Last year, the pool for faculty mem- bers was 7 percent, while the pools for C/T and P/A employees were at 5.5 percent. This year, the faculty pool is 6.5 percent and the pools for C/T and P/A employees are at 5.5 percent.

Using the same rationale as for last year's compensation presentations, Haenicke show- ed the employees that salaries for WMU fa- culty, meaning assistant professors and above, are asked to wear them for at least the first orange background with a brown Bronco over the WMU letters. Faculty and staff members will have the largest percentage increase in the Kalamazoo County area.

The "Salary to Market Analysis" table compares WMU employees with those in their peer groups. If WMU employees were getting paid at the peer group average, the compari- son amount would be zero. But because they are getting paid at an average less than the mar- ket, the figure is less than one.

"We are trying to decide, whether you are the president or a receptor, that the fact is totally ideal to the enter- prise," Haenicke said. "We have good faculty selected firms in the Kalamazoo County area.

Retention Committee to help welcome new Welcome buttons out soon

Haenicke explained that each of the three employee groups is part of a market peer group. Faculty members are grouped with their peers at other state public universities, Mid-American Conference schools and na- tional institutions; P/A staff members are with their peers at other universities in the region; and C/Ts are with their peers at

Staff invited to picnic

President and Mrs. Haenicke have invited all non-bargaining unit staff members to an "inside picnic" from 11:30 a.m. to 1:30 p.m. or 12:30 to 1:30 p.m. Wednesday, Aug. 24, in the East Ballroom of the Bernhard Center. Invitations were mailed to campus address- es. Any non-bargaining unit employee who has not received an invitation should contact the personnel department at 7-3620.

Summer flextime to end Aug. 26

The personnel department reminds all of- fices that summer flextime will end Friday, Aug. 19. All flextime accounts must be used by the 26th. Employees who do not will have to return to the regular University hours of 8 a.m. to 5 p.m. beginning Monday, Aug. 29.

As in 1987-88, eligible C/T and P/A em- ployees may receive a progression adjust- ment for up to 3 percent. The specific percentage is determined based on the employee's position below midpoint in his or her salary range and on performance. The cost to the University for those adjustments is only 1 percent. For all other employees, progression adjustments in the range of 5 percent to 6 percent will be awarded on job performance. The total cost, however, is less than 1 percent per year.

Haenicke pointed out that public universities started the last fiscal year with a lower base budget because of greater progression expenses. As in 1987-88, eligible C/T and P/A em- ployees may receive a progression adjust- ment for up to 3 percent. The specific percentage is determined based on the employee's position below midpoint in his or her salary range and on performance. The cost to the University for those adjustments is only 1 percent. For all other employees, progression adjustments in the range of 5 percent to 6 percent will be awarded on job performance. The total cost, however, is less than 1 percent per year.

Next News is Sept.

This is the last issue of Western News for the summer. Western News will resume its weekly publication schedule in its regular format beginning Thursday, Sept. 1. The deadline for that issue is noon Tuesday, Aug. 30.

Welcome buttons out soon

Some 2,700 welcome buttons will be dis- tributed to all staff members through campus mail the week of Aug. 15.

The buttons are provided by the University Relations Committee to help welcome new and returning students to campus. This year's buttons feature a yellow and orange background with a brown Bronco on the WMU letters. Faculty and staff members are asked to wear them for at least the first week of school.

Officers that don't receive enough buttons should call Marilyn K. Marion, internal audit, at 7-3980.

Questions may be directed to the Reporters at 7-3980.
Service

These employees are recognized for five, 10, 15, 20, 25 and 30 years of service to the University in August.

25 years — Arvon D. Byle, interim chairperson of the Department of Applied Science and Engineering; Lyn J. Chase, Waldo Library; Robert L. Biefko, mathematics and statistics; John D. Lindquist, electrical and computer engineering; Michael A. Leopold, English; Engstrom, music; John B. Dilworth, philosophy; Robert L. Ricci, music; George M. C. Gabriele, Academic Computer Center; Christian R. Hirsch, humanities and social science; Ronald L. Williams, social work; Irene R. Wijnen, Western News.

20 years — Eugene M. Bernstein, chairperson, Western Dance Team; John B. Dilworth, education; and professional development; Robert L. Biefko, mathematics and statistics; Lloyd M. Brader, biological sciences; Jay D. Bursch, education and professional development; Charles D. Comer, health, physical education and recreation; Penny D. Cote, English; Curtis Smith, music; John B. Dilworth, philosophy; Waldo Library; Robert L. Ricci, music; George M. C. Gabriele, Academic Computer Center; Christian R. Hirsch, humanities and social science; Ronald L. Williams, social work; Irene R. Wijnen, Western News.

15 years — Donald A. Chase, geology.

Obituary

Donald P. Bullock, director of the School of Music since 1974, died July 29 after a short struggle with cancer. He was 52.

A recipient of the WMI Distinguished Service Award in 1985, Bullock had been a faculty member since 1962. He had resigned as director of the School of Music June 30 to return to full-time teaching.

Bullock played the trumpet and was a founding member of the WMI Brass Quintet, with which he performed in China last fall. He was credited with having a part in initiating both the Music Performance Institute and the Music Performance Institute and the Music Performance Institute. He was the principal academic consultant in the planning and construction of the Dalton Center.

In 1982, he was inducted into the WMI Academy of Volunteers, an honorary organization dedicated to recognizing individuals who have helped the University as volunteers in fund raising.

Services were conducted Aug. 3 and University flags were flown at half-staff that day in his memory. Contributions may be made in his name to the School of Music.

Weaknesses in total, 3,826 students or 52 percent of the 7,313 students enrolled this summer.