<u>Resolution for Employee Compensation</u>

February 2, 2014

Whereas, the employee contribution package is less competitive than at benchmark institutions;

Whereas, faculty salaries continue to lag significantly behind WKU's benchmarks;

Whereas, we enjoy the self-funded health care system and the wellness program to reduce costs;

Whereas, health care costs have increased overall, the employee share of those increases (premium + deductible + copay + out-of-pocket maximums) are rising disproportionately;

Therefore be it resolved that the university work to prioritize academics by way of faculty and staff salaries to fulfill Objective 1.2 of the WKU Challenging the Spirit Action Plan in the distribution of the fiscal year 2014-2015 budget;

be it further resolved that the University is committed to a viable self-insurance health care program by maintaining employee contributions;

be it further resolved that there be an increase in the institutional funding of employee health care plans in the 2014-2015 budget