

University of Wisconsin – Madison

Salary Adjustments - Amounts

Supporting Tool to Policy [UW-5023 Salary Adjustments](#)

Also see [Salary Administration Guidelines](#)

	Faculty	Academic Staff & Limited Appointees	University Staff Exempt	University Staff Non-exempt	University Staff Fixed Term Finite	Temporary Employees
Parity (041)	Minimum: 1%					N/A
Equity (006)	Determined on a case-by-case basis – strongly recommend consultation with OHR					N/A
Market Retention (081) Competitive (080)	Minimum: 1%					N/A
Performance (091)	Consult <u>Salary Administration Guidelines</u>					N/A
Change in Unique Responsibilities – No Change in Title (001)	N/A	Consult Salary Admin Guidelines	Consult Salary Admin Guidelines	Consult Salary Admin Guidelines	Consult Salary Admin Guidelines	N/A
Change in Responsibilities and Change in Title: Position Change (001), (003), (005) Rate Change (001)	Rate established by University Committee, up to 10% of base salary	Consult Salary Admin Guidelines	Consult Salary Admin Guidelines	Consult Salary Admin Guidelines	Consult Salary Admin Guidelines	N/A
Temporary Change in Responsibilities (025)	Minimum:1%	Minimum: 1%	Minimum: 1%	Minimum: 1%	Minimum: 1%	N/A
Additional Pay Components	N/A	See <u>UW-5026</u>	See <u>UW-5026</u>	See <u>UW-5026</u>	See <u>UW-5026</u>	See <u>UW-5022</u>
Supplemental Bonus (Lump Sum)	Determined on a case- by-case basis	Determined on a case-by-case basis	Determined on a case-by-case basis	Determined on a case-by-case basis	Determined on a case-by-case basis	N/A
Overtime/ Compensatory Time Eligibility	N/A	See <u>UW-5030</u> for nonexempt Academic Staff & Limited	N/A	See <u>UW-5030</u>	See <u>UW-5030</u>	See <u>UW-5022</u>

Notes

- All pay adjustments outside of pay plan are subject to approval by the Office of Human Resources or designee prior to award.
- All base-building salary adjustments (permanent or temporary) are subject to the maximum of the salary range for that position.

For bonus (lump sum) all minimum and maximum amounts are calculated using annualized compensation rate prorated by the FTE of the employee's appointment during the period of review.