



Name			
Empl ID			
Effective Date			
Current Pay Basis		New Pay Basis	
Current Rate		New Rate	

Pay Basis: A Side-by-Side Comparison
UW-Madison Employees Moving from A-Basis (Annual) to C-Basis (Academic) or Vice Versa

Paid Leave		
	A-Basis	C-Basis
Earned Vacation (per year)* Employees moving to C-basis may receive leave payouts. Balances will be reviewed on an individual basis.	Earned Vacation based on fiscal year (July 1 - June 30)	Not Eligible for Vacation
	176 hours	
Vacation Carryover* Employees moving to C-basis may receive leave payouts. Balances will be reviewed on an individual basis.	If Vacation is not used within the fiscal year it is earned, hours can be carried over. Carryover hours must be used by June 30 of the following year, otherwise will be lost.	Not Eligible for Vacation Carryover
Banking Unused Vacation* Employees moving to C-basis may receive leave payouts, OR retained in a separate account until all university employment is terminated or the employee moves to a vacation-earning appointment. Balances will be reviewed on an individual basis.	May bank unused Vacation earned in the current fiscal year or carried over from previous fiscal year (July 1 - June 30)	Option to retain earned Banked Leave in a separate account until all university employment is terminated or the employee moves to a vacation-earning appointment. Leave held in this account may be used in lieu of Sick Leave.
	First 10 Years - 0 hours	
	10+ to 25 Years - 40 hours	
	25 Years & over - 80 hours	





Legal Holidays Observed	A-Basis	C-Basis
	72 hours	Not Eligible for Floating Legal Holiday
Personal Holidays* Employees moving to C-basis may receive leave payouts. Balances will be reviewed on an individual basis.	A-Basis	C-Basis
	Granted 36 Personal Holiday hours on July 1 of every year	Not eligible for Personal Holiday
Sick Leave	No Change	

Leave Reporting

Leave Reporting	No Change
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Benefits

Benefits	If WRS participant’s FTE is less than 50%, benefits are affected. See hr.wisc.edu/benefits/qualifying-life-events/employment-changes/change-in-appointment-percentage .
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Payroll

Payroll	A-Basis	C-Basis
	Paid biweekly over fiscal year (July 1 – June 30)	Paid biweekly over academic year calendar

*The hours outlined in this document are based on full-time employment. If you are not full-time, hours will be prorated.

