



# Salary Adjustments

Updated \ \ March 6, 2025

## Salary Adjustments – Amounts & Payment Type

Salary Adjustment Type	Amounts & Payment Type	Faculty	Academic Staff (AS) & Limited Appointees (LI)	University Staff Exempt	University Staff Non-Exempt	University Staff Fixed Term Finite
Parity	Amount:	Minimum: 1%				
	Payment Type:	Base-building				
Equity	Amount:	Determined on a case-by-case basis. Strongly recommend consultation with OHR.				
	Payment Type:	Base-building				
Market Retention & Competitive	Amount:	Minimum: 1%				
	Payment Type:	Base-building				
* Performance	Amount:	Consult <a href="#">Salary Administration Guidelines</a>				
	Payment Type:	Base-building or Bonus (Lump Sum)				
Change in Unique Responsibilities (Permanent) – No Change in Title	Amount:	N/A	Consult <a href="#">Salary Administration Guidelines</a>			
	Payment Type:	N/A	Base-building			
Change in Responsibilities and Change in Title (Permanent)	Amount:	Rate established by University Committee, up to 10% of base salary	Consult <a href="#">Salary Administration Guidelines</a>			
	Payment Type:	Base-building				



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Temporary Change in Responsibilities	Amount:	Minimum: 1%				
	Payment Type:	Allowance (Lump Sum)				
Supplemental Bonus (Lump Sum)	Amount:	Determined on a case-by-case basis				
	Payment Type:	Bonus (Lump Sum)				
Overtime/Compensatory Time	Amount:	N/A	See <a href="#">UW-5030</a> for nonexempt AS & LI	N/A	See <a href="#">UW-5030</a>	
	Payment Type:	N/A	N/A	N/A	Eligible	

\*See eligibility requirements for Performance adjustments in [UW-5023, Section B.IV.](#)

For more information on salary adjustments for Employees-in-Training, Student Hourlies, and Temporary Employees (TE), see:

- [Employees-in-Training](#)
- [Student Hourly Employees](#)
- [Temporary Employees](#)

## 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.

