

# FY26 UW–Madison Pay Plan Distribution Framework

*\*This document will replace the current [FY 25 UW-Madison Pay Plan Distribution Framework](#) in [UW-5023: Salary Adjustments](#) policy*

## Definitions:

**Effective Date:** The first day of the pay period that establishes the date of pay plan. FY 2026 Pay Plan effective date will be June 29, 2025 for 12-month employees (A & H-Basis) and August 18, 2025 for 9-month employees (C-Basis).

**Implementation Date:** The first date of the pay period, on or after the effective date, when pay plan is paid to employees. FY 2026 Pay Plan implementation date is August 10, 2025 for 12-month employees (A & H Basis) and August 18, 2025 for 9-month employees (C-Basis).

## Implementation

All eligible employees will receive a 3% base adjustment on the implementation date, if the increase does not take them above the maximum of the salary range. Given that the implementation date will be after the effective date, eligible employees will receive a lump sum payment for all hours worked between the effective date and the implementation date, or between the hire date and the implementation date if the date of hire is after the effective date. The lump sum amount will be calculated based on the rate of pay as of the implementation date.

- Employees within 3% of the salary range maximum or above the maximum and have an approved exception to the salary range maximum will receive a 3% base adjustment.
- Employees within 3% of the salary range maximum and no approved exception will receive a base adjustment, bringing them to the salary range maximum limited to the maximum. The difference will be paid as an annualized lump sum payment.
- Employees exceeding the salary range maximum and no approved exception to exceed the maximum, will receive pay plan as an annualized lump sum payment.

## Eligibility

**Eligible Employees:** Employees with active appointments on the implementation date will receive a pay plan adjustment on the implementation date, in the employment categories and job titles below.

1. Academic Staff (AS)
2. Faculty (FA)
3. Limited (LI)
4. University Staff (CP, CJ)
5. Research Interns (Job Code: PD013)
6. Research Associates not paid on the NIH scale (Job Code: PD012)

## Ineligible Employees

1. Represented Craft Workers/Trades

2. Post-Degree Training Employees (ET) except those listed above as eligible
3. Student Hourly Employees (SH)
4. Temporary Employees (CL)
5. Student Assistants (SA)
6. Employees in a Summer Session or Summer Service Pay Basis appointment
7. Employees not considered in good standing related to any position specific compliance requirements.
8. Employees who are not in active status on the implementation date, including those who have terminated (either voluntarily or through layoff), retired, or passed away between the effective date and implementation date.
9. Employees not meeting expectations on their last performance evaluation
10. Supervisors who are not current on their performance evaluations

### Effect of Pay Plan on Salary Grades

The salary grade minimums will be increased by the pay plan amount for the Faculty, Visiting Professor series, Affiliated Professorial titles and salary grades with minimums based off the faculty minimums on the implementation date. Salary grades not meeting these criteria will not have the minimums increased.