



## What Stays the Same? What Is Changing?

**Your pay and benefits are part of your total compensation.** To attract, reward and retain staff, the university is matching UW job titles, compensation and benefits offerings to the labor market. This is happening through the Title and Total Compensation (TTC) Project which will go into effect July 2020.

### What Stays the Same?

- **Your job responsibilities and tasks**
- **Your supervisor**
- **Your base pay** – Will not be reduced as a result of the TTC Project.
- **Performance and development goals**
- **Statutory benefits** – This includes health, dental and vision insurance as well as FSA/HSA, state group life insurance and the Wisconsin Retirement System.
- **Employee category** – The TTC Project will not change your designation as University Staff, Academic Staff or Limited Appointee.

### What Is Changing July 2020?

- **Most job titles** - For Academic Staff and University Staff, the TTC Project has developed modernized job titles and standard job descriptions. This ensures jobs better describe the work being done. Working titles will also be updated.
- **How work is described** – The format of position descriptions will be updated to focus on responsibilities. Position descriptions will be clear and concise instead of detailed and lengthy. Descriptions will be based on a standard job description that will match to the labor market.
- **Salary structure** – An updated salary structure with salary ranges will go into effect. However, base pay will not change.
- **Salary Administration Guidelines** - A compensation program with guidelines for administering salary at the UW will be established. This is a best practices guide for how to administer pay at the UW.
- **Long-Term Compensation and Benefits Strategy** – Will be developed to identify modern and competitive compensation and benefits strategies for future enhancements.