



Learning Series

What Is a Salary Structure?

A salary structure provides a framework to determine how employees are paid at UW-Madison.

UW-Madison's new salary structure updates our current salary structure to:

- Help the university attract, retain, and reward employees
- Reflect pay in the market
- Take into account UW's organizational structure

SALARY GRADE:

A salary structure is made up of salary grades. Each salary grade includes jobs that have similar salary ranges.

Grade	Minimum	Midpoint	Maximum
15	\$	\$	\$
16	\$	\$	\$
17	\$	\$	\$
18	\$	\$	\$
19	\$	\$	\$
20	\$	\$	\$
21	\$	\$	\$
22	\$	\$	\$

SALARY RANGE:

Each salary grade has a salary range that includes a minimum, midpoint, and maximum.



Jobs with similar pay in the market are assigned the same salary grade.

Example:

A job in finance, a job in advising, and a job in IT may have similar pay in the market. These jobs are assigned the same salary grade with the same salary minimum, midpoint, and maximum.