

BASCOM HALL

Title & Total Compensation (TTC) Project

Office of Human Resources

Plaub Hlis 2021



Cov Yuav Tham Txog

01 | Txais Tos thiab Xyuas Cov Yuav Tham Txog

02 | Caij Nyoog rau Qhov Kev Kho Tshiab

03 | Cov Caij Nrog Cov Neeg Ua Haujlwm Tham

04 | Daim Ntawv Xa Qhia Tus Neeg Lub Npe Haujlwm Tshiab

05 | Kev Ua Raws Hais Txog Lub Npe Haujlwm

06 | Rau Kev Kawm Ntxiv & Cov Chaw Pab



Cov Homphiaj Tseem Ceeb



Tsim Cov Qauv Npe Haujlwm, Them Nqi Zog thiab Lwm Yam Kev Pab raws Lag Luam
Pauv mus rau qhov muaj kev txiav txim raws paub los ua tau txoj haujlwm



Tsim ib Qho Chaw Pib Kom Ruaj
Tsim daim duab qauv rau ib txoj haujlwm



Tsim Ib Daim Qauv Kom Muaj Zoo Tib Yam Tso Cov Luag Haujlwm
Txo cov kev qhia cov luag haujlwm ntev ntsev thiab sib txawv



Tsim Ib Qho Chaw Pab Tswv Yim Kom Tau Zoo rau Cov Ceg Qhia Ntawv thiab Ceg Ua Haujlwm
YOG ib qho chaw pab cov ceg qhia ntawv thiab ceg ua haujlwm



Kom Teb Tau Raws Li Tus Neeg Ua Num Xav Tau
Tsim ib qho kev pab thiab tswv yim them nyiaj rau ntev tom ntej tuav neeg ua haujlwm



Txais thiab Tuav Tau Cov Neeg Ntse los Ua Haujlwm Zoo Tshaj
Yog ib qho kev pab rub, txais, koom thiab tuav tau cov neeg paub haujlwm zoo thiab muaj ntau hom neeg ua haujlwm



Dabtsi Yuav Pauv?

- Daim duab qauv haujlwm
- Qauv them nqi zog
- Cov npe Ua Haujlwm (npe siv)
- Cov qauv luag haujlwm
- Kev ua raws tswj them nqi zog
- Kho kom cov kev them lwm yam zoo ntxiv (rau tom ntej)

Dabtsi Yuav Nyob Li Qub?

- Cov haujlwm ua
- Tus nqi nyiaj tau tam sim no
- Yuav tsis pauv tus thawjsaib
- Kev ntsuam ua haujlwm thiab cuab hom phiaj
- Pawg neeg ua haujlwm (*US, AS, LI*)
- Cov kev muaj pab rau cov neeg ua num hauv Wisconsin (paj kas phais kuaj mob, qhov muag, kuaj hniav, pov hwm, nyiaj laus)

TTC Pib rau Lub Kaum Ib Hlis xiab 7, 2021



TTC Pib Siv
11/7

Hnub No

Nrog Cov Neeg
Ua Haujlwm
Tham Kom Tiav
9/10

Tso Tus Qauv
Them Nyiaj
Tawm
11/1

Caim Muab Rau
Tsis Txaus Siab
Hais Kho
11/22-5/31/22

Cov Yuav Ua	Tham Nrog Cov Neeg Ua Haujlwm Tam Sim No-9/10		Kho rau hauv <i>IT</i> <i>System</i> 9/10-10/11	Xa Ntawv Qhia rau Neeg Ua HaujlwmX 10/11-11/5		Xa Ntawv Tsis Txaus Siab Hais 11/22-12/31
Kev Koom		Cov Caij Tham rau lub Plaub Hlis	Cov Caij Tham rau lub Caij Ntuj Sov	Cov Caij Tham rau Caij Ntuj Tsaug		



Cov Hnub Tseem Ceeb rau Cov Neeg Ua Haujlwm

Tam Sim No–Cuaj Hlis 2021

- Nrog cov neeg ua haujlwm tham xyuas kom txoj npe haujlwm, cov luag haujlwm ua tas li, thiab cov luag haujlwm rau txoj haujlwm muaj tseeb
- Kev tham nrog cov neeg ua haujlwm yuav tsum tham tiav rau Cuaj Hlis xiab 10, 2021

Kaum Ib Hlis 2021

- Muaj daim duab qauv them nyiaj tso rau sawv daws saib nyob *online*
- Cov neeg ua haujlwm tau txais tsev kawm ntawv daim ntawv qhia
- Cov npe haujlwm thiab duab qauv them nyiaj pib
- Pib Xyuas Kho Cov Npe Haujlwm Neeg Thov Kom Xyuas

Kev Ua Raws Tham Nrog Cov Neeg Ua Haujlwm



Cov thawjsaib
yuav cov npe
haujlwm los
muab tswv yim
pauv

Tus neeg ua
num/thawjsaib sib
tham

Cov neeg ua
haujlwm tau txais
ntawv qhia cov npe
haujlwm tshiab

HR tso cov neeg ua
num rau cov npe
haujlwm thiab Haujlwm
Ua Tas li (SJD) tshiab

Cov thawjsaib
tsim cov luag
haujlwm tus neeg
ua num ua (*PD*)

Cov neeg ua
haujlwm muab
lus rau cov
thawjsaib



Cov Haujlwm Coob Leej Ua Tib Yam

- Piav cov dej num tseem ceeb
- Muaj cov luag haujlwm tus neeg ua tas li
- Raug coob tus neeg ua haujlwm

Muaj:

Lub Npe Haujlwm

Lwg Cov Haujlwm

Cov Dej Num Ua Yog Dabtsi

Yuav Tsum Kawm Ntawv Tas Li Cas

Koj Cov Luag Haujlwm

- Piav cov dej num tseem ceeb
- Muaj cov luag haujlwm koj ua tas li
- Raug coob tus neeg ua haujlwm

Muaj:

Txoj Haujlwm Cov Dej Num

+

Ntxiv Tej Yam Dej Num

Cov No Muaj/Tsis Muaj Los Tau:

- + Yuav tau kawm txog dabtsi ntxiv
- + Ua tau nyhav npaum cas
- + Qhov chaw ua num zoo li cas
- + Cov dej num

Kev Ua Raws Tham Nrog Cov Neeg Ua Haujlwm



Cov thawjsaib
yuav cov npe
haujlwm los
muab tswv yim
pauv

**Tus neeg ua
num/thawjsaib sib
tham**

Cov neeg ua
haujlwm tau txais
ntawv qhia cov npe
haujlwm tshiab

HR muab cov neeg ua
haujlwm tso rau cov
npe haujlwm thiab
Haujlwm Ua Ta Li
(SJD) tshiab

Cov thawjsaib
tsim cov luag
haujlwm tus neeg
ua num ua (*PD*)


Cov neeg ua
num muab lus
rau cov thawjsaib

Daim Ntawv Qhia Tus Neeg Ua Numer



Cov ntawv muaj:

- Lub npe haujlwm tshiab
- Nyiaj xiabmoos/xyoo tam sim no
- Lub npe rau ntaub ntawv
- Tus nqi qis thiab siab li cas
- Raug tus cai *FLSA* li cas (nyiaj xuabmoos los nyiaj xyoo)



WISCONSIN
UNIVERSITY OF WISCONSIN-MADISON

21 N Park Street
Madison, WI 53715

DATE

FIRST NAME LAST NAME
ADDRESS
EMAIL

Dear FIRST NAME:

Thank you for your continued service to the University of Wisconsin–Madison. This is official notice that your title of record is JOB CODE DESCRIPTION-LONG NAME with an effective date of July 1, 2020. Your pay remains at SHOURLY RATE/ANNUAL SALARY. Employment category as a result of this will not change. Your UW benefits offerings will remain the same.

Business Title:
Salary Grade:
FLSA/Exemption Status:

If you feel that the majority of the work you do falls outside of the responsibilities noted in the standard job description (SJD) for this title, contact your Human Resources Department or [visit this link](#) to begin the job title appeals process.

To review the Standard Job Description library and learn more about the Title and Total Compensation (TTC) Project, visit go.wisc.edu/TTCProject.

We truly appreciate all that you do and look forward to helping you achieve your career goals at the University of Wisconsin–Madison.

Sincerely,

MARK WALTERS
Chief Human Resources Officer
Office of Human Resources
UW-Madison

Office of Human Resources
University of Wisconsin–Madison 21 N. Park Street Suite 5101 Madison, Wisconsin 53715-1218
608-265-2257 Fax: 608-262-8436 hr.wisc.edu



Hais Lub Npe Haujlwm

Yuav hais tau txog dabtsi?

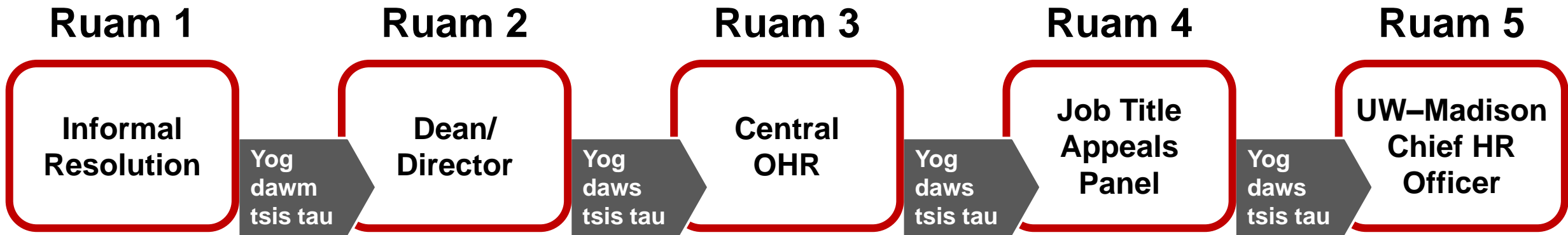
- Lub npe siv rau txoj haujlwm tshiab

Yuav hais tsis tau txog dabtsi?

- Nyiaj them los tus lej tus nqi nyiaj nyob rau (*grade*)
- Cov lus piav txog cov dej num rau txog haujlwm los SJD
- Nyob rau ntawm tus caij *FLSA* qhov twg



Kev Ua Raws Hais Lub Npe Haujlwm





Rau Kawm Ntxiv & Cov Chaw Pab

- Said daim “*Fact sheets*”
- *Micro learnings*
- *Videos*
- Cov kev pab tus Thawj Tswj/Thawjsaib
- Saib daim cov lub teb Cov Lus Nug Txog Tas Li (*FAQs*)

The screenshot shows the website for the Title and Total Compensation Project at the University of Wisconsin-Madison. The page is titled "RESOURCE LIBRARY" and features a navigation menu with links to HOME, TTC & YOU, ABOUT, TITLE AND STANDARD JOB DESCRIPTION LIBRARY, EVENTS, RESOURCE LIBRARY (highlighted), FAQs, and NEWS. A search bar is located in the top right corner. The main content area includes a featured article titled "Title and Total Compensation (TTC) Project Implements November 7, 2021" dated April 5, 2021. Below this, there are two columns of content. The left column is titled "LEARNING SERIES" and lists several topics: "What Is the TTC Project?", "What to Expect During Employee Conversations", "Task vs. Responsibility", "What is a Salary Structure", "What Stays the Same? What is Changing", "Business Title Guidelines", "How to Prepare for Employee and Supervisor Engagement", "Appeals Process", "Progression and Promotion", and "Standard Job Description (SJD) and Position Description (PD)". Below the learning series is a section titled "VIDEOS" with links for "Employee Conversations" and "The Job Title Process". The right column is titled "BENEFITS" and includes a section for "Benefits Preferences Survey Results" with a paragraph of text, and a section for "Benefits Valuation Analysis Results" with a paragraph of text.

TITLE AND TOTAL COMPENSATION PROJECT
University of Wisconsin-Madison

HOME TTC & YOU ABOUT TITLE AND STANDARD JOB DESCRIPTION LIBRARY EVENTS **RESOURCE LIBRARY** FAQs NEWS

RESOURCE LIBRARY

Title and Total Compensation (TTC) Project Implements November 7, 2021
April 5, 2021

LEARNING SERIES

- [What Is the TTC Project?](#)
- [What to Expect During Employee Conversations](#)
- [Task vs. Responsibility](#)
- [What is a Salary Structure](#)
- [What Stays the Same? What is Changing](#)
- [Business Title Guidelines](#)
- [How to Prepare for Employee and Supervisor Engagement](#)
- [Appeals Process](#)
- [Progression and Promotion](#)
- [Standard Job Description \(SJD\) and Position Description \(PD\)](#)

VIDEOS

- [Employee Conversations](#)
- [The Job Title Process](#)

BENEFITS

Benefits Preferences Survey Results

Starting in the fall of 2018, UW-Madison faculty and staff were invited to participate in a Benefits Preferences Survey as part of the Title and Total Compensation Project. The Benefits Preferences Survey results will be used to develop a long-term benefits strategy for UW-Madison to provide a competitive and attractive benefits program for current and prospective staff.

Benefits Valuation Analysis Results

The Benefits Valuation Analysis quantifies the relationship of the value of the University of Wisconsin' benefits to the value



Yuav Nrhiav Cov Npe Haujlwm Qhov Twg?

- Nrhiav raws lub npe los cov lus lwg cov dej num
- Raws pawg haujlwm los ib pawg hauv pawg haujlwm
- Nthuav kom dav raws cov haujlwm ntawm txog haujlwm
- Xyuas raws kev piav qhia raws cov lus

TITLE AND STANDARD JOB DESCRIPTION LIBRARY

Title and Total Compensation (TTC) Project Implements November 7, 2021
April 5, 2021

This library for UW-Madison and the University of Wisconsin System contains proposed standardized job titles and job descriptions for Academic Staff, University Staff, and Limited Appointees.

A standard job description describes work at a high level and connects UW jobs to similar jobs in the market. It is a general set of responsibilities, without regard to any specific employee, that describes the work an employee performs and their role and impact to the organization.

To learn more about standard job descriptions, visit the [Title and Total Compensation \(TTC\) Resource Library](#) or review the [SJD Library Definitions](#).

Some job titles and job descriptions are *not* changing as a result of the project. If you have any questions please contact your [local HR](#).

[Print this page](#)

Title - 1157 results

Q Search job titles and summaries

Job Group: All

Job Subgroup: All

Reset

TITLE	JOB GROUP	JOB SUBGROUP	DETAILS
AV Technician I	Information Technology	Audiovisual Technology	+
AV Technician II	Information Technology	Audiovisual Technology	+
AV Technician III	Information Technology	Audiovisual Technology	+
AV Technician Supervisor	Information Technology	Audiovisual Technology	+



Yuav Ntsib Tau Leej Twg?

Employee Assistance Office and Life Matters

hr.wisc.edu/employee-assistance-office/lifematters/

Ib qho chaw pab tswv yim rau cov neeg ua haujlwm thiab cov thawj tswj/saib

Division of Continuing Studies pab tswv yim nrhiav haujlwm

continuingstudies.wisc.edu/career-planning/

Pab tswv yim xyuas thiab npaj rau txoj haujlwm tshiab



Yuav Ntsib Tau Leej Twg?

Ombuds Office

ombuds.wisc.edu/

Qhia yuav ua tau li cas txog tej yam kev txhawj/nyuab siab ntawm haujlwm

Cov Hoob kawm pab txoj haujlwm

hr.wisc.edu/professional-development/courses/

Cov hoob kawm txog kev sib txuas lus thiab tswj kev pauv



Ua koj tsaug rau los saib!