



Learning Series

What Is a Salary Structure?

A salary structure is the framework to determine how employees are paid at UW-Madison.

UW-Madison's new salary structure will:

- 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. Jobs in the same salary grade have similar pay in the market.

| Grade | Salary Range |
|-------|-------------------------|
| 35 | \$ Minimum – \$ Maximum |
| 34 | \$ Minimum – \$ Maximum |
| 33 | \$ Minimum – \$ Maximum |
| 32 | \$ Minimum – \$ Maximum |
| 31 | \$ Minimum – \$ Maximum |
| 30 | \$ Minimum – \$ Maximum |
| 29 | \$ Minimum – \$ Maximum |
| 28 | \$ Minimum – \$ Maximum |

SALARY RANGE:

Each salary grade has a salary range that includes a minimum and a maximum. A job is paid between the minimum and maximum of its salary grade.



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 to the same salary grade with the same salary minimum and maximum.