

# University of Wisconsin – Madison

## Eligibility Pay Adjustment Tools & Mechanisms Matrix

	Faculty	Academic Staff & Limited Appointees	University Staff Exempt	University Staff Non-exempt*	University Staff Fixed-Term Finite*	Temporary Employees*
<b>Equity</b>	Base-building	Base-building	Base-building	Base-building	Base-building	N/A
<b>Market/Retention/Competitive</b>	Base-building	Base-building	Base-building	Base-building	Base-building	N/A
<b>Performance (Outside of Pay Plan)</b>	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum
<b>Permanent Change-in-Duties/Reclassification</b>	N/A	Base-building	Base-building	Base-building	Base-building	N/A
<b>Promotion/Progression</b>	Base-building	Base-building	Base-building	Base-building	Base-building	N/A
<b>Temporary Change-in-Duties</b>	Temporary Base-building	Temporary Base-building	Temporary Base-building	Temporary Base-building	Temporary Base-building	N/A
<b>Temporary Add-ons</b>	N/A	N/A	Temporary Base-building or Lump Sum	Temporary Base-building or Lump Sum	Temporary Base-building or Lump Sum	Temporary Base-building or Lump Sum
<b>Supplemental Lump Sum Payments</b>	Lump Sum	Lump Sum	Lump Sum	N/A	N/A	N/A
<b>Pay Plan (Across-the-Board and/or Discretionary)</b>	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum	Base-building or Lump Sum
<b>Differential Pay</b>	N/A	N/A	Eligible	Eligible	Eligible	Eligible
<b>Overtime/Compensatory Time Eligibility</b>	N/A	N/A	Eligible	Eligible	Eligible	Eligible

\*Employees covered by the Crafts Workers Policy are not eligible for base-building adjustments but can receive lump sum adjustments.