

University of Wisconsin – Madison

Amounts for Pay Adjustment Tools & Mechanisms Matrix*

	Faculty	Academic Staff & Limited Appointees	University Staff Exempt	University Staff Non-exempt**	University Staff Fixed Term Finite**	Temporary Employees**
Equity	Minimum: 1% (OHR recommends minimum of 3%)					N/A
Market/Retention/Competitive	Minimum: 5%	Minimum: 5%	Minimum: 5%	Minimum: 5%	Minimum: 5%	N/A
Performance (Outside of Pay Plan)	All categories eligible Minimum: 1% (OHR recommends min of 3%) Maximum: Requests to exceed 10% in a fiscal year require OHR approval					
Permanent Change-in-Duties/Reclassification	N/A	5 – 10% of Current Salary	5 – 10% of Current Salary	5 – 10% of Current Salary	5 – 10% of Current Salary	N/A
Promotion/ Pay Progression	Set rate established by University Committee	5 – 10% of Current Salary	5 – 10% of Current Salary or established progression amount	5 – 10% of Current Salary or established progression amount	5 – 10% of Current Salary	N/A
Temporary Change-in-Duties	Minimum: 5%	Minimum: 5%	Minimum: 5%	Minimum: 5%	Minimum: 5%	N/A
Temporary Add-ons	N/A	N/A	See OHR Policy 10.04	See OHR Policy 10.04	See OHR Policy 10.04	N/A
Supplemental Lump Sum Payments	To be determined on a case by case basis	To be determined on a case by case basis	To be determined on a case by case basis	N/A	N/A	N/A
Pay Plan (Across-the-Board and/or Discretionary)	Policy in progress	Policy in progress	Policy in progress	Policy in progress	Policy in progress	Policy in progress
Differential Pay	N/A	N/A	See OHR Policy 10.04	See OHR Policy 10.04	See OHR Policy 10.04	See OHR Policy 9.03
Overtime/ Compensatory Time Eligibility	N/A	N/A	See OHR Policy 11.01	See OHR Policy 11.01	See OHR Policy 11.01	See OHR Policy 9.03

* All pay adjustments outside of pay plan are subject to approval by the Office of Human Resources prior to award.

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

Last Update March 11, 2016