



FY 2025 UW–Madison Pay Plan Distribution Framework

Definitions:

Effective Date: The effective date for pay plan adjustments will be June 30, 2024 (A & H-Basis) and August 19, 2024 (C-Basis)

Implementation

All eligible employees will receive a 2% base adjustment on the effective date, if the increase does not take them above the maximum of the range.

- Employees within 2% of the maximum or above the maximum and have an approved exception to the salary range (ESR) maximum will receive a 2% base adjustment.
- Employees within 2% of the maximum and no approved exception, will receive a base adjustment bringing them to the salary range maximum. The difference will be paid as an annualized lump sum payment.
- Employees exceeding the maximum with no approved exception to exceed the maximum, will receive pay plan as an annualized lump sum payment.

Eligibility

Eligible Employees: Employees in eligible positions on the effective date will receive pay plan excluding new hires/transfers, in the employment categories and job titles below.

1. Academic Staff (AS)
2. Faculty (FA)
3. Limited (LI)
4. University Staff (CP, CJ)
5. Research Interns (Job Code: PD013)
6. Research Associates not paid on the NIH scale (Job Code: PD012)

Ineligible Employees

1. Represented Craft Workers/Trades
2. Post-Degree Training Employees (ET) except Research Associates not paid on the NIH scale and Research Interns
3. Student Hourly Employees (SH)
4. Temporary Employees (CL)
5. Student Assistants (SA)
6. Employees in a Summer Session or Summer Service Pay Basis appointment
7. Employees not considered in good standing related to any position specific compliance requirements.
8. Employees not meeting expectations on their last performance evaluation
9. Supervisors who are not current on their performance evaluations

Effect of Pay Plan on Salary Grades

The salary grade minimums will be increased by the pay plan amount for the Faculty, Visiting Professor series, Affiliated Professorial titles and salary grades with minimums based off the faculty minimums. Salary grades not meeting these criteria will not have the minimums increased.

