**FY 2022 - 2023 UW–Madison Pay Plan Distribution Framework**

## Effective Date

The effective date for pay plan adjustments will be January 1, 2023

## Eligibility

Eligible Employees: Employees with active appointments on or after December 1, 2022 (see exception in *Note* below) in the employment categories and job titles below will be eligible for a pay plan adjustment:

1. Academic Staff (AS)
2. Faculty (FA)
3. Limited (LI)
4. University Staff (CP, CJ)
5. Research Interns (Job Code: PD013)
6. Research Associates (Job Code: PD012)

*Note:* Employees hired as part of the Blue-Collar Multi Shift process are eligible for pay plan if they have an active appointment as of December 31, 2022.

## Ineligible Employees

1. Represented Craft Workers/Trades
2. Post-Degree Training Employees (ET) except Research Associates and Research Interns
3. Student Hourly Employees (SH)
4. Temporary Employees (CL)
5. Student Assistants (SA)
6. Employees who have not completed Sexual Harassment Prevention training
7. Employees not meeting expectations on their last performance evaluation
8. Employees who have not completed annual CyberSecurity Training
9. Supervisors who are not current on their performance evaluations
10. Employees hired on or after December 1, 2022 (except those hired as part of the Blue-Collar Multi-Shift process)

## Effect of Pay Plan on Salary Grades

Salary grade minimums and maximums will not be increased with pay plan

## Adjustment Type

Pay plan adjustments will be awarded as base building adjustments.