



FY 2024 UW–Madison Pay Plan Distribution Framework

Definitions:

Effective Date: The effective date for pay plan adjustments will be July 2, 2023 (A & H-Basis) and August 21, 2023 (C-Basis).

Implementation Date: December 19, 2023

Salary Range Maximum for Pay Plan: The maximum of the posted salary range posted on the [Office of Human Resources Salary Structure](#) on the implementation date increased by 10%.

Implementation

Pay plan adjustments will be implemented as soon as administratively feasible.

Employees will receive a lump sum payment equal to the amount of the adjustment times all hours in pay status in a pay plan eligible position from the effective date through the implementation date of the adjustment.

If there is a break in service between the effective date and implementation date, no pay plan will be received.

Adjustment Type

Employees will receive a 4% adjustment according to the table below:

Current Compensation Rate	How Pay Plan will be Awarded
Within 4% of the Salary Range Maximum for Pay Plan or above the Salary Range Maximum for Pay Plan and have an approved Exceptional Salary Range	4% base adjustment
Within 4% of the Salary Range Maximum for Pay Plan and no approved Exceptional Salary Range	Will receive base adjustment up to the Salary Range Maximum for Pay Plan and lump sum payment for the remainder. Lump sum payment calculated as (remaining adjustment amount) * (annualized budgeted hours)
Exceeding the Salary Range Maximum for Pay Plan and no approved Exceptional Salary Range	Pay plan will be received as a lump sum payment Lump sum payment calculated as (pay plan increase amount) * (annualized budgeted hours)



Eligibility

Eligible Employees: Employees with active appointments in the employment categories or job titles below on the effective date and are active on the implementation date will receive pay plan on the effective date for the pay plan eligible position only. If there is a break in service between the effective date and implementation date, no pay plan will be received. Employees that retire or die between the effective date and the implementation date in the employment categories below will be considered to have an active appointment on the implementation date.

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) – except if paid on the NIH scale

Ineligible Employees

1. Represented Craft Workers/Trades
2. Post-Degree Training Employees (ET) except Research Associates and Research Interns not paid on the NIH scale
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. Supervisors who are not current on their performance evaluations
8. Employees not meeting expectations on their last performance evaluation
9. Employees hired on or after July 3, 2023

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.

