# University of Wisconsin – Madison
## Amounts for Pay Adjustment Tools & Mechanisms Matrix*

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

* 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