

University of Wisconsin – Madison

Salary Adjustments - Amounts

Supporting Tool to Policy [UW-5023 Salary Adjustments](#)

Also see [Salary Administration Guidelines](#)

| | Faculty | Academic Staff & Limited Appointees | University Staff Exempt | University Staff Non-exempt | University Staff Fixed Term Finite | Temporary Employees |
|--|---|--|------------------------------------|------------------------------------|------------------------------------|-----------------------------|
| Parity (041) | Minimum: 1% | | | | | N/A |
| Equity (006) | Determined on a case-by-case basis – strongly recommend consultation with OHR | | | | | N/A |
| Market Retention (081) Competitive (080) | Minimum: 1% | | | | | N/A |
| Performance (091) | Minimum: 1% or \$.50 per hour * Performance Base Adjustment Maximum: 10% * Performance Bonus (Lump Sum) Adjustment Maximum: 10% | | | | | N/A |
| Change in Unique Responsibilities – No Change in Title (001) | N/A | Consult Salary Admin Guidelines | Consult Salary Admin Guidelines | Consult Salary Admin Guidelines | Consult Salary Admin Guidelines | N/A |
| Change in Responsibilities and Change in Title: Position Change (001), (003), (005) Rate Change (001) | Rate established by University Committee, up to 10% of base salary | Consult Salary Admin Guidelines | Consult Salary Admin Guidelines | Consult Salary Admin Guidelines | Consult Salary Admin Guidelines | N/A |
| Temporary Change in Responsibilities (025) | Minimum: 1% | Minimum: 1% | Minimum: 1% | Minimum: 1% | Minimum: 1% | N/A |
| Additional Pay Components | N/A | See UW-5026 | See UW-5026 | See UW-5026 | See UW-5026 | See UW-5022 |
| Supplemental Bonus (Lump Sum) | Determined on a case-by-case basis | Determined on a case-by-case basis | Determined on a case-by-case basis | Determined on a case-by-case basis | Determined on a case-by-case basis | N/A |
| Overtime/ Compensatory Time Eligibility | N/A | See UW-5030 for nonexempt Academic Staff & Limited | N/A | See UW-5030 | See UW-5030 | See UW-5022 |

Notes

- All pay adjustments outside of pay plan are subject to approval by the Office of Human Resources or designee prior to award.
- All base-building salary adjustments (permanent or temporary) are subject to the maximum of the salary range for that position.
- For bonus (lump sum) all minimum and maximum amounts are calculated using annualized compensation rate prorated by the FTE of the employee’s appointment during the period of review.
- Performance base adjustments and bonus (lump sum) adjustments have separate and distinct 10% maximums (i.e., employees are eligible to receive a total of 20% in performance adjustments per fiscal year; 10% base and 10% bonus (lump sum)).