

UW-Whitewater 2023-2025 Pay Plan Distribution Guidelines

Introduction

This document serves to outline the UW System Pay Plan distribution guidelines and describe eligibility, implementation, and the process the University of Wisconsin-Whitewater will use to administer the 2023-25 Pay Plan.

Policy and Procedure Background

The 2023-25 State of Wisconsin Biennial Budget from Governor Evers includes pay plan increase of 4.0% on July 2, 2023, and 2.0% on July 1, 2024. The Wisconsin State Legislature has passed the state budget and Governor Evers has signed off on the pay plan for eligible employees.

NOTE: The Joint Committee on Employment Relations [JCOER] passed the 2023-25 Compensation Plan for the University of Wisconsin System on 12/19/2023. The effective date is retroactive to 7/2/2023. For eligible employees, the new payrate will appear on the January 11, 2024 paycheck along with a lump sum payment for any hours in service from the effective date of July 2, 2023.

All employees receiving the pay increase will receive a letter from UW System confirming these adjustments and other details. An updated [FAQ](#) site is now available if you have questions.

Employee Eligibility

- Employed by UW-Whitewater in a qualifying category as outlined in UW System Administrative Policy 1278 [formerly TC-4], on or before July 1, 2023 for the July 2, 2023 pay plan increase, and prior to January 1, 2024 for the July 1, 2024 pay plan increase;

By no later than September 30, 2023:

- Has a performance evaluation on file, which indicates an overall rating of “meets expectations”
- Completed the Sexual Harassment Awareness training within the last three [3] years, and
- Completed their Information Security Awareness training within the past 12 months and
- Completed the Mandated Reporting for Child abuse and Neglect (Exec Order #54)(upon hire)

Employees Not Eligible

- Employees who receive exclusively lump sum payments;
- Graduate Assistants;
- Grant-funded positions;
- Temporary [emergency hire, project appointment or USTE] employees, and
- Those with less than a 50% combined appointment;
- Student employees
- Supervisors who have not completed their employee evaluations or employees who have failed to participate in their own evaluation.

Related Information

Employees who are in an Interim appointment will receive Pay Plan on the interim salary. When the interim position is ended the employee will receive the Pay Plan amount applicable to the primary position salary only.

Information for Faculty and Instructional Academic Staff performance evaluations are provided by the Office of the Provost.

Academic Staff, Limited Staff and University Staff performance evaluations will follow instructions from the Human Resources and department.

Completed evaluations must be submitted to Performance@uww.edu on or before **September 30, 2023** to be eligible for the pay plan.

[UW System Administrative Policy 1278](#). UW System Pay Plan Distribution Framework for University Workforce