

Crosswalk for Operational Policy TC 3 Compensation Structure and Tools

Provisions Included in Operational Policy TC 3	Operational Policy TC 3 Compensation Structure and Tools [or another OP]	Unclassified Personnel Guideline # 4	State of Wisconsin Compensation Plan [or collective bargaining agreement]
Compensation categories	4.A.	4.03	
Authority to establish salaries within pay ranges	4.B.2	4.04(2) and (3)	Section E, 1.00, 2.00, 3.00; Section I, 4.04, 4.05, 4.06, 4.07, 4.08, 4.12
Extraordinary salary ranges	4.B.3	4.04(4)	
Faculty member movement to and from an administrative position	4.B.4	4.04(5)	
Acting or interim appointment salaries for administrators	4.B.5	4.04(6) and (7)	
Executive salary structure	4.B.6	4.04(1)	
University staff temporary employment	4.B.7		Section D
Timing of salary adjustments	4 (no retroactive adjustments)	4.05	
Title and/or salary range changes due to career progression, change in duties	4.C	4.06(1) and (2)	Section E, 3.03, 3.04, 3.05 Section I, 4.09, 4.10, 4.11; Section J
Salary adjustments due to competitive factors or equity	4.C.	4.06(3), (4) and (5)	Section J
Salary adjustments due to exceptional performance	4.C		Section J
Add-on's and supplemental pay	4.C (exceptional performance)		Section A, 2.03, 2.07, 4.16, 4.17, 4.21, 4.28
Temporary base salary adjustments	4.D.1	4.08(7)	
Overtime/compensatory time for FLSA nonexempt staff	4.D.2		Section A, 4.02, 4.03, 4.04, 4.20
Overload payments for FLSA exempt staff	4.D.3	4.08(1), (2)	Section A, 4.03 Section J
Night/weekend differential	4.E.1 and 2		Section A, 4.05, 4.06
Standby pay	4.E.3		Section A, 4.09
Call-back/call-in pay	4.E.4		Section A, 4.10
Calls at home	4.E.5		
Legal Holiday Premium	4.E.6		Section A, 4.11
Reimbursement for damaged personal articles	4.G.2		Section G, 2.00
Safety equipment	4.G.3		Section G, 4.00
Craft worker pay components	Operational policy GEN 21		Section A, 2.09, 4.08 and [Craft workers' collective bargaining agreement]

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Provisions previously included in State of Wisconsin Compensation Plan that are included in non-HR policies	Non-HR policy		
Travel policies	UW System Travel Regulations (F 36)		Section F