

**UW-Extension  
Discretionary IS Market Adjustments  
Effective June 29, 2014**

The 2014-15 compensation plan includes a discretionary IS market adjustment for certain classified information technology titles. Managers with employees in eligible titles met with representatives of the Classified Staff Council on May 28, 2014 to identify criteria to be used in distribution of funds. Participants in the meeting agreed on the following criteria for distribution of the discretionary IS market and/or parity adjustments provided for in the 2013-15 Compensation Plan:

- Performance
- Compression
- Equity
- Market Data
- Retention Issues
- Special Skills

In UW-Extension 41 employees in eligible titles generated discretionary fund of \$61.50 -- all of which was distributed. The single largest adjustment for an employee was \$3.100 per hour. The single smallest adjustment for an employee was \$0.290 per hour. Fourteen employees received the generated amount of \$1.500 per hour. Ten employees received more than \$1.500 per hour and two employees received less than \$1.500 per hour. Six employees received no salary adjustment.

For employees who received an adjustment based on a single criterion, the most frequently cited criterion was Performance (13 instances). However, most employees who received an adjustment did so based on multiple criteria. The established criteria and the frequency with which they were a factor in the decision to award a salary adjustment are listed below.

- Performance 23 instances
- Compression 4
- Equity 10
- Market data 7
- Retention 9
- Special skills 4

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