

# What is a Salary Structure?

**UW-System's new salary structure will:**

- Help the university attract, retain, and reward employees
- Reflect pay in the market
- Consider UW's organizational structure

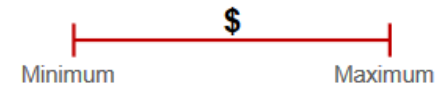
**SALARY GRADE:**

A salary structure is made up of salary grades. Jobs in the same salary grade have similar pay in the market.

Grade	Salary Range
35	\$ Minimum – \$ Maximum
34	\$ Minimum – \$ Maximum
33	\$ Minimum – \$ Maximum
32	\$ Minimum – \$ Maximum
31	\$ Minimum – \$ Maximum
30	\$ Minimum – \$ Maximum
29	\$ Minimum – \$ Maximum
28	\$ Minimum – \$ Maximum

**SALARY RANGE:**

Each salary grade has a salary range that includes a minimum and a maximum. A job is paid between the minimum and maximum of its salary grade.



**Jobs with similar pay in the market are assigned the same salary grade.**

**Example:**

A job in finance, a job in advising, and a job in IT may have similar pay in the market. These jobs are assigned to the same salary grade within the same salary minimum and maximum.