

July 15, 2022

Dear Mr. Davies:

Please find answers to your questions below. We have created a new directory that holds materials referenced in this text, [Answers to Second Round of Questions \(wisc.edu\)](#). These are itemized here:

- A. [Updated Master Staffing Plan](#).
- B. [Payroll Report from July 7, 2022](#).

As were the responses to the first round of questions, our answers will be block indented with a thick bold line to help readability.

1. Why has the salary rates as presented in the Master Staffing Plan changed compared to those outlined in the Combined Rebaseline Workbook? For example, actual labor rate for Hanson in the Combined Rebaseline Workbook was \$126 hourly (assuming 1,791 annual productive hours) but in the Master Staffing Plan it changed to \$108.50 (assuming 2,080 hours per year). A completed Master Staffing Plan template is located at [01 – Master Staffing Plan](#) in the DocuShare directory with information for this cost review.

The rates presented in the Master Staffing Plan were supposed to have been based on an 1,800 hour working year, however some rows were erroneously being divided by 2,080 instead of 1,800. This was a mistake. We have updated the Master Staffing Plan.

- a. Given that the proposal was based on personnel's actual rate submitted in the Rebaseline Workbook, please confirm that senior personnel salaries are on a 12-month annual cycle as opposed to a 9-month cycle.

We confirm that all personnel, including senior personnel, are based on 12-month annual cycle and 1,800 work hours per year are used to derive each hourly rate.

- b. If you are using 2,080 annual hours as presented in the Master Staffing Plan, how many hours are attributed to personal time-off in the year?

See response above, we are *not* using 2,080, rather 1,800 hours per year.

- c. Please explain how \$126 rate per hour was arrived at for Hanson, \$112 for O'Dell, and \$98 for Feyzi.

Feyzi: annual salary \$175,099 / 1800 hr = \$97.28/hr
Hanson: annual salary \$225,674 / 1800 hr = \$125.37/hr
O'Dell: annual salary \$201,960 / 1800 hr = \$112.20/hr

- d. How do you distinguish between Actual Rate and Labor Table Rate in the Rebaseline Workbook?

The Labor Table Rate, a generic labor rate, is used when Actual Rate is missing.

2. I found that Dr. O'Dell is located in Oak Park, Illinois and a sample UW-Madison payroll was not submitted for her in the detailed binder, though listed as a UW employee.

- a. Is she a UW employee or is she not? If not, which university is she with?

Dr. O'Dell is an employee of UW-Madison.

- b. Is her role with a subaward or the prime award?

As an employee of UW-Madison and Project Director of the Upgrade, she is awith the prime award.

- c. If she is with UW-Madison, would you provide a sample payroll for her please like the others?

We have added an up-to-date payroll report from July 7, 2022 that shows the current status of WIPAC personnel. Dr. O'Dell is included in this report. Please see the link provided in B., at the very beginning of this document. *Please note that, while the payroll report lists an hourly rate based on 2,080 hours per year, the Master Staffing Plan uses 1,800 hours per year.*

- d. What is her Job Code # from the salary policy? Please explain why is her range \$63,800 - \$118,400 when current salary is \$201,960.

In 2021 UW Madison completed the [Title and Total Compensation exercise](#). The purpose of this exercise was to align UW titles and compensation with industry. The UW-Madison Office of Human Resources determined the mapping of old titles to new titles for all UW personnel but did not reduce anyone's salary as a result of the re-mapping. The maximum salary for *Project Manager II (AD016)* was recently elevated to \$130,240.

3. I was unable to use relevant references (such as, Job Code) from the payroll records to validate salary rates at the salary policy link. For example, C20NN for Professor (Hanson) or E20DN for PM Feyzi, did not come up when queried. But RE120 came up for Research Services Director (Inst), range 28: \$97,600 – \$199,320. Is this a good substitute for PM Feyzi?

Please see the updated payroll report which has the current TTC Job Codes. Specifically, Farshid Feyzi is AD024 Project Manager III (Inst). Similar to the case of Dr. O'Dell, when Mr. Feyzi's title was re-mapped in the TTC his salary came in slightly higher than the maximum for that title, however, his higher salary was "grandfathered" in.

4. Project Controls and Finance was applied an hourly rate \$46.00, while suggested salary range was \$AD016, Project Manager II. What is a starting salary for this new TBH position in 2022? How did \$46 per hour came about?

The hourly rate of \$46.00 per hour was based on a *minimum* salary of \$75,000 annual published as part of the position vacancy listing, with a margin of 10% for negotiation. Assuming \$82,500 and 1,800 hours per year this was \$45.83 which was rounded up to \$46. Having said this, the search for the Project Controls staff failed twice. In concert with the IceCube Upgrade Integrated Project Team, we have decided to instead establish a service agreement with a consulting firm. We are currently in the procurement process for this contract. We have a vendor estimate which we are incorporating into a revised budget to be released this week.

5. The following reconciliation was an attempt to compare labor and fringe from the WBS to NSF Form 1030 (Sections A, B, and C): As you will find, it resulted in a variance of -\$118,695, which I was not able to reconcile. Would you take a look and see if you could identify the cause?

This question has been resolved.