

**POLICY 5**  
**WAGE AND SALARY ADMINISTRATION**

**University Policy**

Within the framework of applicable law, the University will provide compensation, i.e., wages and employee benefits, consistent with the judicious expenditure of funds entrusted to the University. The level of compensation paid to University employees will be set taking into consideration rates generally paid for similar work by other employers located in the recruiting area and maintenance of internal equity based on position classification factors. Employees with status appointments whose rates of pay are not negotiated, established, or set by law in accordance with prevailing rates for trades and crafts are subject to a salary program(s) which recognizes service and/or individual merit.

The President may issue rules and procedures and take other action as needed to carry out this policy.