

POLICY 5
WAGE AND SALARY ADMINISTRATION

Rule 5.03 - Regional Compensation

Regional Compensation Areas

A Regional Compensation Area is the normal geographical area of recruitment for a class at a place of employment. Regional scales of compensation may be established for different places of employment within the University, in accordance with Section 36(k) of State Universities Civil Service Statute, based on the rate of compensation generally paid for similar work in the locality in which the work is to be performed.

Determination of regional compensation scales shall be based on consideration of the market within the Regional Compensation Area by comparing rates paid for similar work by a sample of appropriate employers within the recruiting area. Benchmark classes shall be identified for pay comparison purposes based on comparability with classes used by other employers. Both public and private employers shall be included in sufficient number to comprise a sample of institutions that is not overshadowed by University employment.

Regulation

5.031 **Wage Surveys**

Each campus human resources office, with the guidance of the University human resources office, will conduct and/or obtain appropriate surveys of local and regional rates for benchmark and other classes, and will assist the University office in identifying or making appropriate surveys of regional or national rates. The analysis of the survey data will be based on criteria mutually understood and accepted by each of the human resources offices.