



## Performance Based Pay

For staff employed in positions classified within bands A through I, pay advancement is achieved based on individual performance and pay improvement budgets. Staff who are consistently effective within their positions should be paid within the market range for the appropriate job family and pay band. Premium pay levels may be reached based on a combination of factors such as outstanding performance, long service, and market retention considerations.

## Merit Pay Improvement Programs

Eligible staff may receive base pay increases as indicated by demonstrated individual performance during the timeframe of a periodic University Pay Improvement Program. Colleges and units provide department managers with guidelines for each pay improvement program.

## Position Enhancement

When individual performance accomplishment, competencies and departmental objectives result in a substantial increase in the complexity or breadth of a staff member's responsibilities within his/her current university job title classification, a base pay increase could be awarded to the staff member.

## Promotions

- **Reclassification:** Staff may receive an increase to base pay when the requirements for the occupied position change so significantly that the position is reclassified to a University Job Title in a higher band.
- **Selection:** When a staff member's competencies and previous performance result in being selected for a different position classified, base pay increase is also considered.
- Promotions are usually accompanied by equitable base pay increases.

## Variable Pay

Awards that are not added to base pay may provide further incentives for staff to take extraordinary initiative to enhance their productivity in support of organizational objectives in areas such as:

- improving processes and/or results;
  - enhancing customer satisfaction;
  - formulating and implementing new products or protocols;
  - providing innovation and cost-savings to operational methods;
  - performing, at management's approval, at a significantly higher level of complexity for a specified period of time due to workload demand or similar circumstance;
  - acting/interim appointments;
  - uniquely designated special project completion; or
  - extraordinary accomplishment for unusual work requirements.
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