Salary Programs

Applies to: Regular staff members except those covered by the terms of a collective bargaining agreement.

I. POLICY

Salary programs will be established as follows:

A. Positions with similar duties, responsibilities, and qualifications will be grouped into the same classification within the appropriate career family/job family.

B. Starting and promotional salaries will be established by comparing qualifications and experience to that of incumbents within the same classification in the department and market information.

C. Individual performance may be rewarded periodically by providing merit pay increases in accordance with published guidelines.

See: SPG 201.34 (/policy/201.34): New and Changed Positions

Notes
This SPG was updated in reviewed June 21, 2016, no changes.

Reviewed June 21, 2016, no changes.
Related Policies:
New and Changed Positions (/policy/201.34)

Related Links:
Compensation and Classification (for information on the university’s compensati... (https://hr.umich.edu/working-u-m/management-administration/compensation-classification)

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