

# Standard Practice Guide Policies

## Salary Programs

201.07

**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.

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201.07

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**Applies To:**

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

**Owner:**

Office of the Provost and Executive Vice President  
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**Next Primary**

**Review Contact:**

**Date:** Staff

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31, Compensation

2028 and

Classification

**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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