



5.1 Salary and Wage Structure

Policy Statement

Refer to the Policy Procedures section.

Procedures

Wages and salaries for classified positions in the University are based upon compensation plans described in the [UGA Pay Plan](#). These plans are intended to provide a framework for compensation for work of similar kind and level, to provide a means of compensating employees for satisfactory or outstanding service, to establish rates of compensation which compare favorably with those of other public and private employees, and to reflect the allocated resources of the University.

The assignment of pay ranges to classifications in the compensation plans is based on data obtained in salary and wage surveys of comparable positions in other educational institutions and businesses in the region, and on an analysis of relationships among the various classifications in the plans.

Human Resources will periodically review and update the survey data as circumstances warrant, and make appropriate changes to the wage and salary schedule.

Forms/Instructions

UGA Pay Plan and Guidelines: <http://hr.uga.edu/employees/compensation/uga-staff-pay-plan/>

Responsibilities

Responsible University Senior Administrator: Vice President for Finance & Administration

Responsible University Administrator: Associate Vice President for Human Resources

Policy Owner: hrweb@uga.edu

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Policy Dates

Date Last Updated: 07/24/2018 Date of

Date of Approval: