THE UNIVERSITY OF MICHIGAN
STANDARD PRACTICE GUIDE

SECTION:	Human Resources	**Number:**	201.7
		Revised:	7/1/05
SUBJECT:	Salary Programs	**Date Issued:**	
		Review Date:	7/1/09
		Attachment(s)	0
APPLIES TO:	Regular Staff Members with the exception of those represented by a bargaining unit		
ISSUED BY:	Human Resources and the Office of the Provost and Executive Vice President for Academic Affairs		

I. Policy

Salary programs will be established as follows:

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

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

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

See: SPG 201.34: New and Changed Positions
SPG 201.41: Performance Evaluations