

Compensation Terms

Compensation: Compensation includes all forms of financial returns, tangible services, and benefits employees receive as part of an employment relationship.

Equity Review: An equity review is an analysis of a position that benchmarks it against salaries in the local market and with other local institutions. The review also includes a comparison to similar positions within the university.

Exempt Position: An exempt position is not subject to the overtime provisions of the Fair Labor Standard Act (FLSA).

Job Code: A job code is a number representing a distinct job title.

Job Description: The job description is the official, written description of the position, including information regarding the general nature of the work performed with specific responsibilities, duties, and qualifications.

FLSA: The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments.

Merit Award: A merit award is a salary increase or one-time payment for an employee based on individual work performance. A merit program is approved by University Leadership with defined criteria and an allocation of funding.

Nonexempt Position: A nonexempt position is normally responsible for performing work that is subject to the overtime provisions of the Fair Labor Standards Act.

Pay Plan: The pay plan is a structure of classified positions that provides a framework of job codes, position titles, FLSA designations, and salary ranges.

Reclassification: A reclassification is a change in job title for a particular position when the job title does not properly reflect the position's job responsibilities or duties. A reclassification will not necessarily involve a change in salary or pay range.

Salary Range: The salary range represents the minimum and maximum range of the salary designated for each position.