

Information

Compensation and Classification

Effective

May 1 1992

Number

PER 3 01

Applicability

This policy applies to University Staff

Administrative Authority

Vice President for Human Resources

Responsible Unit

Human Resources

Miller Information Technology Center Rm 02C

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History

Revision Date(s): December 10, 2021 (minor edits); August 24, 2022 (minor edit);
June 27, 2025; April 1, 2026 (minor revision)

Reviewed Date(s): March 8, 2016; June 13, 2025

Categories

Statement:

The university's compensation policy will:

- A. Establish wage and salary ranges that reflect the value to the university of the various jobs, as determined by a system of job evaluation and review, taking into account the duties and level of responsibility of each job;
- B. Establish and maintain justifiable differentials between job levels; and
- C. Adjust salary and wage ranges when warranted by changing economic and competitive factors, as determined by periodic surveys and in accordance with available funding.

Reasoning:

To encourage superior performance by adjusting the pay rate of each employee on the basis of the quality of individual performance, as determined by a systematic program of performance evaluation.

To ensure that compensation practices comply with all federal and state laws and support the university's ongoing commitment to compliance with applicable laws.