

## **SECTION 801.04**

### **Salary Adjustments**

Salary and wage adjustments will generally be awarded to employees in the University System upon promotion to a higher level position, upon reclassification to a higher level position, when an equity or administrative adjustment is deemed necessary, and on annual basis provided performance warrants the adjustment. The annual increase will be in the form of a merit increase and developed in conjunction with the budget development process. Equity adjustments may also be developed in conjunction with the budget development process. All adjustments are contingent upon available funding.

The University System of Georgia recognizes the importance of employees to the mission of the System and its member's institutions. Therefore, the USG authorizes institutions to develop and administer wage and salary administration programs to ensure fair and equitable pay among their employees. Such a program shall provide guidance on an employee's salary at the time of hire, performance based increases, and other salary adjustments when necessary and warranted. Such a program will also recognize that all salaries are subject to budgetary authorization and funding limitations.