

### **III-10 WAGE AND SALARY INCREASE 1 OF 1 POLICY**

**To the extent that it is financially feasible, the University's wage and salary policy provides for step-by-step progression within each position. An individual's pay within the range will depend on his/her sustained performance over time. Wage or salary rate will be reviewed once a year by the supervisor. During the review, significant performance events that occurred throughout the year will be discussed. The overall performance appraisal will influence the wage/salary adjustment. Through individual performance, by increasing job responsibilities and moving to higher level positions, one can have significant impact on pay.**

**08/03**