

Pay and Compensation

Policy 602.8

NOTE: For purposes of all Appalachian State University policies, references to SPA (subject to the State Personnel Act [former terminology]) shall be interchangeable with SHRA (subject to the State Human Resources Act [current terminology]); and references to EPA (exempt from the State Personnel Act [former terminology]) shall be interchangeable with EHRA (exempt from the State Human Resources Act [current terminology]).

1 Introduction

2 Scope

3 Definitions

4 Policy and Procedure Statements

4.1 Equal Pay for Equal Work

4.1.1 The University adheres to a policy of equal pay for equal work. An employee's rate of pay is determined according to what other employees doing similar work are being paid. The comparison of pay rates and other benefits are taken into consideration before salary ranges are established. The University maintains this pay equity through the administration of its classification and pay system. The classification system is described in Policy Statement 3. Administration of Plan - Human Resource Services administers the pay plan for all staff employees within the State salary schedule adopted by the North Carolina State Personnel Commission as outlined in the policies below:

- [Definition of Terms Used in the Salary Administration Section](#)
- [Emergency Call Back Pay](#)
- [Hiring Rate for New Employees](#)
- [Holiday Premium Pay](#)
- [Longevity Pay](#)
- [New Appointments](#)
- [On Call Compensation](#)
- [Overtime Pay](#)
- [Performance Management System](#)
- [Salary Grade and Range](#)
- [Shift Premium Pay](#)
- [Trainee Appointments](#)

5 Additional References

6 Authority

7 Contact Information

8 Original Effective Date

9 Revision Dates