UVM’s Career/Pay System
Why Classify?

• Promote communication between employees and supervisors about what, when, how, where and why to get a job done.

• Provide a basis for recruitment postings, which describe the nature of the job and the qualifications required.

• Help predict and control costs by determining a salary band.

• Provide a basis for ensuring compliance with laws such as the Fair Labor Standards Act, the Equal Pay Act, the Civil Rights Act and the Americans With Disabilities Act.
Career/Pay Components

- Job families
- Classification standards with broad pay bands
- Clear career paths
- Limited classification titles - use of working titles
- Off Cycle increases
- Bonus program
UVM’s Career Pay System

6 Families
0 - 7 Series per Family
1 - 52 Job Standards per Family (including Career Progression) with individual Pay Bands
1 individual Position Description for each Position (except Custodian)
Career/Pay Benefits:

- Flexible compensation practices allow for quick response to changes in work force
  - Off Cycle increases
  - Bonus
- Broad market based pay bands – independently adjustable,
- Job families emphasize body rather than rank of work enabling clearer career paths.
- Salary increase expectations based on change in job or skills rather than LOS
- User friendly – available on the web