JMU’S SALARY ADMINISTRATION PLAN

Purpose
- Specifies how JMU administers compensation practices
- Ensures consistent application of compensation decisions
- Guide for managers & supervisors
- Focus compensation changes on employee development

Supervisor’s Responsibilities
- Encourage & coach employee development
- Recommend pay actions to management
- Initiate pay action processes
- Collaborate w/ HR
- Gather information to support request

Do you know what these terms mean?

Pay Practices

Starting Pay

Promotion

Transfers

Temporary Pay

Role Changes

In Band Adjustments

Upward, Lateral or Downward?

What is a Recognition Bonus?

What is appropriate? 5%, 10%, 15%?

Visit here to view JMU’s Salary Administration Plan!

JMU HUMAN RESOURCES

Consulting Services Team

Unsure of the HR Consultant for your department?

Find your HR Consultant here