Have an Equal Pay concern?

Start here.

Does your situation meet ALL criteria below?

- 1. You and other employee are same rank/title, AND
- 2. You and other employee are different genders, AND
- 3. Your base salary is less than employee of different gender.

YES

May be an EPEWA issue.

Complete and submit form to Human Resources to request a review.

HR conducts review pursuant with Equal Pay for Equal Work Act.

If review demonstrates gender salary inequity exists, recommendation will be made to Dean/Director to correct inequity.

Associated salary changes are made annually at beginning of fiscal (AP and classified) or academic (faculty) year.

If review demonstrates NO gender salary inequity exists, employee is referred to their respective employee type process.

NO

Review for market salary equity or compression issue.

Follow steps below.







ADMIN PRO

Refer to AP
Handbook for
guidance. Submit
inquiry to AP
Compensation
Committee for
individual salary
review.

CLASSIFIED

Refer to State
Personnel Board
Rules for guidance.
Submit inquiry to
Human Resources
for individual salary
review.

FACULTY

Refer to Faculty
Handbook for
guidance. Submit
inquiry to Faculty
Compensation
Committee for
individual salary
review.

If equity/compression issue is identified, recommendation is made to Dean/Director to correct. Correction is dependent upon department budget and funding availability. Resultant salary changes made annually at beginning of fiscal year (AP/classified) or academic year (faculty).

If equity/compression issue is NOT identified, employee's salary will be reviewed annually as part of employee group analysis and considered at that time. There is no grievance process for denial of salary increase.