

How is the rate of pay determined?

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Job evaluation is not the sole determiner of pay. There are many other contributing factors that impact individual pay, such as the experience that one brings to a position when one is initially hired. The employee group also affects pay, since some groups, i.e., United Steel Workers and Exempt Staff, access an incremental system. Pay can also potentially be impacted by performance. In addition, as the University also participates in salary discussions with its employee groups, negotiations as well as market conditions play a role in determining pay.

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