

31.01 Compensation

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Policy Statement

The Board of Regents (board) of The Texas A&M University System (system) has the final authority for setting salaries and wages subject to the provisions of this policy.

Reason for Policy

This policy establishes uniform compensation administration procedures.

Procedures and Responsibilities

1. AUTHORITY TO SET SALARIES AND WAGES

Final authority for setting salaries and wages rests with the system board. This authority is enumerated in System Policy *01.03, Appointing Power and Terms and Conditions of Employment*. The board exercises its final authority for approval of salaries and wages in the approval of the annual operating budget as specified in System Policy *27.04, Budget Authorizations, Limitations and Delegations of Authority*.

2. SUPPLEMENTAL COMPENSATION

The responsibilities for employment decisions are enumerated in System Policy *01.03*. Any supplemental compensation offered to an employee should be contained in the offer of employment and approved by the appointing authority. Any supplemental compensation granted after the initial offer of employment must be approved in writing by the appointing authority or the designee.

3. ADMINISTRATION OF COMPENSATION PLANS

The board delegates to the chancellor the responsibility to administer compensation of faculty and nonfaculty personnel in accordance with procedures that ensure salaries are both adequate and equitable. The chancellor may further delegate to presidents and agency

directors the responsibility for establishing rules and procedures to administer compensation of personnel within their jurisdictions.

Related Statutes, Policies, or Requirements

[System Policy 01.03, *Appointing Power and Terms and Conditions of Employment*](#)

[System Policy 27.04, *Budget Authorizations, Limitations and Delegations of Authority*](#)

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