STUDENT AND TEMPORARY PAY RATES

Section: Human Resources

Policy: At the discretion of the executive director, the University Housing pay rate committee (committee) shall convene to review hourly and monthly pay to student and temporary employees.

Purpose: University Housing endeavors to compensate student and temporary employees a competitive wage within limitations of UGA budget constraints. This policy describes University Housing practice.

Scope: This policy applies to all temporary and student employees, both monthly and hourly paid, to include resident assistants, C.L.A.S.S. advocates, conference hosts, graduate assistants (GA) and doctoral interns (DI).

Procedure:
I. GA and DI rates are evaluated as part of the University of Georgia salary increase guidelines each fiscal year, when applicable.

II. Student and temporary rates (excluding GAs and DIs),
   A. At the beginning of each fiscal year, the executive director will determine if sufficient economic consideration exists to convene the committee. These considerations may include: salary increase for other UGA employees and staff, value of housing provided to student staff members, ease of employment recruiting for student staff, etc.

   B. The committee shall be comprised of: associate director for business and human resources, human resources (HR) senior manager, fiscal affairs manager, and members designated by the assistant to the executive director.

   C. The HR senior manager will work to gather supporting information such as pay rates from UGA Food Services, Facilities Maintenance Division, Campus Transit, Parking Services, Ramsey Center and Athens-Clarke County summer programs.

   D. The committee will consider available information and develop a proposal for the review and approval of management team by November each year.

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