

## 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) manager, business manager, and members designated by the assistant to the executive director.
  - C. The HR 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.

Reviewed: February 3, 2021

Revised: March 28, 2019

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