

Classification Plan (VCP)

Summary/Purpose: The components from which the majority of staff positions' compensation is determined along with the objective results of creating an equitable and uniform compensation system is given.

The Variable Compensation Plan maintained for the majority of staff positions at the University is reflective of the duties, responsibilities, work requirements, minimum qualifications, and essential functions of the positions. The Plan is designed to establish and maintain a compensation system which is equitable and uniform, and which will enable the University to attract and retain a high level of qualified employees. For further information, see the Policy and Implementation Manual, The Variable Compensation Plan (VCP), which can be found on the Department of Human Resources' Home Page.