

## Compensation Goals

- To establish compensation levels for positions on the basis of their duties and responsibilities, external competitiveness within relative labor markets, and relative internal worth.
- To reward employees on the basis of work performance and longevity.
- To administer pay equitably and consistently.
- To administer the compensation program in a judicious manner within funding availability, the Rules and Regulations of The Texas State University System, and federal and state statutory requirements.