



# Salary Equitability FAQ

## Equitable $\neq$ Equal

### **How do you determine equitability for your actions?**

Equitable salaries are fair based on factors such as experience, longevity, education, certifications, scarce skills, and/or performance.

### **When would equal salaries be considered equitable?**

Equal salaries would be considered equitable when two employees have the same amount of service time, experience, education, and certifications.

### **How is equitability established?**

Equitability is established by employees or "peers" in the same job classification in an agency.