

Determining the Actual Wage

The **actual wage** is the wage or wage range offered by the employer for a particular position. To determine the **actual wage**, the department chair or director needs to compare the foreign national's job title and duties with other employees within the department who do essentially the same thing.

The chair or director needs to answer the following questions:

1. Are there any others in the department who perform the same basic duties?
2. Do they have similar backgrounds in terms of education and experience?
3. If so, are the wages offered to the foreign national at least 100% of the wages paid to the others performing the same basic job with the same education and experience?

If the foreign national is the only one who performs the job in question, then the **actual wage** for the position is the wage offered him/her. When there are several employees performing the same job with the same background, the **actual wage** for the position may be a salary range.

Factors, which can be considered when determining an employee's salary, include:

- Education
- Experience
- Skills/specialized knowledge
- Licenses/certifications
- Level of responsibility/supervision
- Publications