**Section 310.420 Objectives**

The principal objectives of the Merit Compensation System are:

a) To provide for recognition of and reward for differences in individual employee performance.

b) To provide standard methods and procedures for establishing and applying rates of pay.

c) To insure internal equity and consistency within and between departments and agencies at all locations of the state.

d) To establish and maintain fair and competitive salary ranges consistent with the economic interests of the State of Illinois.