

# SALARY POLICY

## Faculty

**Minimum = 1.25% unless already received a salary increase.**

**At least 20% of faculty must receive > or = 4%.**

**Average raise = 3.0%**

## Professional Staff

**Minimum = 1.25% unless a new hire.**

**Maximum = 6%. Average raise = 3.0%.**

## Bi-weekly Staff

**Minimum = 1.25% unless promoted or new hire.**

**Maximum = 6.0%. Average raise = 3.0%.**

# SALARY IMPLEMENTATION

- Employees must have been hired by June 30, 2010 to be eligible.
- New employees starting before June 30 may receive increase if warranted; no increase is required.
- New employees starting July 1 or after are not eligible for a raise.



# SALARY IMPLEMENTATION

- Salary pools distributed to vice chancellors on September 13<sup>th</sup>.
- Salary pool worksheets must be completed & returned to Admin & Fiscal Affairs Office by September 23<sup>rd</sup>.
- University Budget Office - Salary list & salary statistics report will be used to determine 3.0% average & find exceptions.
- Exceptions require approval.



# BUDGET IMPLICATIONS

- 2.0% was budgeted for full-time employee raises.
- 3.0% raise will create a base budget deficit for the 1.0% portion of the raise.
- 1.0% portion of the raise must come from campus budget reductions.
- Part-time employees – not part of salary policy and not budgeted. Any increase must not exceed policy parameters and additional funding would be needed.

