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\textsuperscript{th}.
- Salary pool worksheets must be completed & returned to Admin & Fiscal Affairs Office by September 23\textsuperscript{rd}.
- 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.