

ATTACHMENT C

GENERAL SALARY INCREASE GUIDELINES FOR NON-ORGANIZED STAFF AND FACULTY

Merit Supervisory Exempt and Confidential Staff

Merit staff members who are "confidential" in relation to collective bargaining will be paid as other employees in the same job classifications. Therefore, their salaries will follow the application of the AFSCME agreement described in Attachment A. Salaries for Merit staff members who are exempt from collective bargaining because of their supervisory classification will also follow the application of the AFSCME agreement described in Attachment A.

P&S Staff

1. Increases for comparable worth/pay equity concerns, compression problems, or market adjustments must receive prior approval from Susan Buckley, Vice President of Human Resources.
2. Base salaries for non-organized P&S employees will not extend beyond the maximum of the salary schedule. However, those who are currently at the pay range maximum, may be eligible for up to 10% (over current year salary) lump sum payment over the pay grade maximum for extra-meritorious performance not to exceed the amount the incumbent received last year for extra meritorious performance . A letter requesting approval of such an increase should be sent to Susan Buckley, Vice President for Human Resources. The request must be based on the superior performance of the incumbent.
3. P&S incumbents in positions that are reclassified will receive a salary increase of:
 - ◆ One pay grade - \$2,500 or 5% of a staff member's base salary, whichever is greater
 - ◆ Two pay grades - \$3,000 or 6% of a staff member's base salary, whichever is greater
 - ◆ Three or more pay grades - \$3,500 or 7% of a staff member's base salary, whichever is greater

These increases apply to all sources of funds, absent substantial justification for a lesser increase, such as internal equity. Robert Millsap, Senior Assistant Director of Human Resources and Director of Compensation and Classification, must approve variations from these reclassification guidelines.

4. The P&S salary schedule remains the same as FY09.