

Guidelines for Compensation

	Starting Salary Rate	Starting Salary Rate above Minimum if Superior Qualifications	Hiring Salary Adjustment After Six Months Service if Superior Qualifications
Zone 10 and Below	Minimum salary (base) for zone by default	Vice President approval up to 25% over base salary	Continue employment and increase salary by 3%
		President's approval for salary above 25% of base	Continue employment but not request increase in salary of 3%
			Terminate employment
Zone 11 and Above	Minimum salary (base) for zone by default	Director approval up to 5% over base salary	NA
		Vice President approval up to 25% over base salary	
		President's approval for salary above 25% of base	
Reclassification	Equal to greater of minimum of position's proposed salary zone, or 3%.	Vice President approves salaries in excess of the greater of minimum of position's proposed salary zone, or 3%	NA
Lateral Transfers	Equal to current salary of applicant	Department will be responsible for amount greater than minimum	NA
Promotions	Equal to greater of minimum of new position's zone or current salary	Department will be responsible for amount greater than minimum	NA
Demotions (voluntary/non disciplinary)	Equal to minimum of new position's zone	NA	NA

Salary increases shall be funded from existing college or departmental budgets. If sufficient funds are not available, a request should be submitted to the appropriate Vice President for approval and funding.