

Section V: Wage and Salary Policies



3. Initial Salary for New Employees (External Hires)

3.1 New full-time and part-time staff may be offered a starting salary up to the midpoint of the position's pay grade as indicated on the Master Salary Schedule. Prior education and experience may be credited at a rate of 2% of the minimum pay of the job classification for each year of directly related experience or years of education beyond what is required by the job posting. The Human Resources Department, in coordination with the hiring officials, will determine the offered starting salary.

3.2 Temporary and casual employees will be hired at the minimum pay of the position's pay grade.

3.3 The Human Resources Department must receive written approval from the president in order for the hiring official to offer a salary that exceeds the requirements of this section.

Name:	
Minimum Quals:	
Qualifications:	
Minimum Rate of Pay:	
Salary Offered Above Minimum: (on PDF round up to the nearest dollar for salaried positions, round up to the nearest cent for hourly positions if the third digit is 1 or more)	

Experience Above Minimum Qualification	Percent per		Pay Above Minimum for Experience
	year over minimum	Amount Above for Experience	
1 Year	2%	\$0.00	\$0.000
2 Years	2%	\$0.00	\$0.000
3 Years	2%	\$0.00	\$0.000
4 Years	2%	\$0.00	\$0.000
5 Years	2%	\$0.00	\$0.000
6 Years	2%	\$0.00	\$0.000
7 Years	2%	\$0.00	\$0.000
8 Years	2%	\$0.00	\$0.000
9 Years	2%	\$0.00	\$0.000
10 Years	2%	\$0.00	\$0.000
11 Years	2%	\$0.00	\$0.000
12 Years	2%	\$0.00	\$0.000
13 Years	2%	\$0.00	\$0.000
14 Years	2%	\$0.00	\$0.000
15 Years	2%	\$0.00	\$0.000
16 Years	2%	\$0.00	\$0.000
17 Years	2%	\$0.00	\$0.000
18 Years	2%	\$0.00	\$0.000
19 Years	2%	\$0.00	\$0.000
20 Years	2%	\$0.00	\$0.000
21 Years	2%	\$0.00	\$0.000
22 Years	2%	\$0.00	\$0.000
23 Years	2%	\$0.00	\$0.000
24 Years	2%	\$0.00	\$0.000
25 Years	2%	\$0.00	\$0.000

New Hire/Rehire