

Section V: Wage and Salary Policies



4. Pay Changes for Current Employees

4.1 Promotion and Demotion (Voluntary or Involuntary): As of July 1, 2019, 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 position. The Human Resources Department may authorize an offer up to the midpoint based on factors such as equity, market rate, education, budget, and difficulty in filling the position. Any offers beyond the midpoint must be approved by the president or designee and shall not exceed the maximum of the new classification. The new salary for employees moved to an administrative contract shall be at the discretion of the president.

| | |
|---|--|
| 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 year over minimum | Amount Above for Experience | Pay Above Minimum 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 |