

NMSU Library

Summary of Salary Distributions for Fiscal Year 2014-2015

| \$\$ Distribution TOTAL | Non-Exempt Staff 1.5% | Exempt Staff 1.5% | Faculty 1.5% |
|--------------------------------------|---|--|---|
| Cost of Living Adjustment | 1.5% | 0% | 0% |
| Merit | 0% | 1.5% | 1.5% |
| Numeric Scale Rated by: | | 1-10 (High) Department Head/Supervisor | 1-5 (High) Department Head |
| Merit Levels | | Exemplary \$900 Exceeds Expectations \$760 Meets Expectations Needs Improvement Fails to Meet Expectations | High Merit-1st Quartile \$968 Mid-Merit-2nd Quartile \$850 Merit-3rd Quartile \$742 |
| Market Adjustments | 0% | 0% | Phase II Market Adjustments for 3 faculty members at total allocation of \$5,675 |
| Notes: | Non-exempt employees must have an overall performance rating of at least "meets expectations" to receive a cost- of-living salary increase. | Merit dollars are flat. All exempt employees rated scored Exceeds Expectations or above. | Merit dollars are flat. Merit awarded only for ratings of 3.0 or higher. Ratings ranked from highest to lowest then divided into quartiles. Promotions are funded centrally. |