

OVERVIEW OF SALARY PROPOSAL

1		
2		
3	1. Market Equity Adjustment	5.0%
4	• based on average salaries, by rank and discipline	
5	• use OSU Research I salaries for ranks covered by OSU	
6	○ use ARL salaries for librarians	
7	○ possibly use other surveys, identified by BOT, for other ranks	
8	○ extrapolate for ranks not covered by surveys	
9	• adjust for years in rank & merit	
10	• phase over multiple (e.g., 2) years	
11	• budget a designated amount for this each year while problem persists	
12		
13	2. Annual Cost of Living Adjustment	2.1%
14	• based on Social Security COLA	
15		
16	3. Merit Increases	
17		
18	Sustained Merit Increases (half of a promotion = 6%)	2.0%
19	• based on three or more years performance	
20	• require continued performance similar to that required to reach current rank	
21	• department decides	
22		
23	Exceptional Merit Increases (another half a promotion = 6%)	0.4%
24	• based on three or more years performance	
25	• require performance clearly and obviously superior to peers in rank & discipline	
26	• department recommends, subject to administrative discretion	
27		
28	4. Promotion Increases (12%)	0.3%
29		
30	5. Other Raises	
31	• Adjustments for counteroffers and settlements (capped)	0.1%
32	• Awards (limited to foundation and grant funds)	
33		
34	<b>TOTAL</b>	<b>9.9%</b>