

NMSU Library
Summary of Salary Allocations for 2003–2004
Effective July 1, 2003

\$\$ Distribution TOTAL	Classified Staff 3.0%	Professional Staff 3.0%	Library Faculty 3.0%
Base Adjustment %	1.8%	1.0%	Base 10 calculation formulas adjusted to actual dollars.
Merit %	1.2%	2.0%	
Numeric Scale	1-10 (High) Supervisor rates	1-10 (High) Department Head rates	1-10 (High) Department Head rates
Merit Levels	<p style="text-align: right;">Rounded</p> High Merit (Outstanding) \$325 Middle Merit (Commendable) \$200 Merit (Satisfactory) \$100 Low Merit (Needs improvement) \$ 75 or Unsatisfactory)	All professional staff received 2% merit.	<p style="text-align: right;">Rounded</p> High Merit (9-10) \$918 Middle Merit (7-8) \$843 Merit (5-6) \$787 No Merit (Below 5)
OTHER:	Merit \$\$ are flat dollar amounts.	Merit \$\$ are flat dollar amounts. Equity adjustments must be within total dollar amounts.	Merit \$\$ are flat dollar amounts. Equity adjustment \$\$ and promotion \$\$ are part of formula calculations.