

NMSU Library
Summary of Salary Allocations for 2005–2006
Effective July 1, 2005

\$\$ Distribution TOTAL	Non-exempt Library Staff 2.25%**	Exempt Library Staff 2.25%**	Library Faculty 2.25%**
Base Adjustment %	1.0%	1.0%	1.0%
Merit %	1.25%	1.25%	1.25%
Numeric Scale	1-10 (High) Supervisor rates	1-10 (High) Department Head rates	1-10 (High) Department Head rates
Merit Levels	High Merit (Outstanding) Middle Merit (Commendable) Merit (Satisfactory) Low Merit (Needs Improvement or Unsatisfactory)	High Merit (9-10) Middle Merit (7-8) Merit (5-6) No Merit (Below 5)	High Merit (9-10) Middle Merit (8) Merit (5-7) No Merit (Below 5)
OTHER:			
<p>** In accordance with Board of Regents directive, all regular employees hired prior to 1/01/05 with performance of satisfactory or above were eligible for 1% base adjustment and 1.25% performance adjustment. {Regular employees hired prior to 1/01/05 with unsatisfactory or needs improvement performance and new employees hired between 1/01/05 and 3/31/05 were eligible for only base adjustment of 1%. New employees hired 4/01/05 and after were not eligible for salary adjustments.}</p>			