

NMSU Library
Summary of Salary Allocations for 2006-2007
Effective July 1, 2006

\$\$ Distribution	Non-Exempt Staff	Exempt Staff	Faculty
TOTAL	4.5%	4.5%	4.5%
Cost of Living Adjustment	2.7%	1.35%	1.35%
Merit	1.8%	3.15%	3.15%
Numeric Scale	1-10 (High) Supervisor rates	1-10 (High) Department Head rates	14-24 (High) Department Head rates
	Percentage Allocation	Rounded	Rounded
Merit Levels	High Merit (Outstanding)	High Merit (10) \$1432	High Merit (24-25) \$2500
	Middle Merit (Commendable)	Middle Merit (9) \$1275	Middle Merit (20-23) \$1984
	Merit (Satisfactory)	Merit (5-8) \$900-\$1050	Merit (17-19) \$1500
	No Merit (Needs improvement or unsatisfactory)	No Merit (Below 5)	No Merit (Below 16)
OTHER:	Merit dollars are calculated by distribution of 1.8% of total performance dollars.	Merit dollars are flat dollar amounts.	Merit dollars are flat dollar amounts.