

**NMSU Library**  
**Summary of Salary for Fiscal Year 2007-2008**

\$\$ Distribution	Non-Exempt Staff	Exempt Staff	Faculty
TOTAL	5%	5%	5%
Cost of Living Adjustment	5% if FY07 salary is < \$30,000 4.5% if FY07 salary is > \$30,000	1.5%	1.5%
Merit	0.5%	3.5%	3.5%
Numeric Scale	1-10 (High) Supervisor rates	1-10 (High) Department Head rates	14-25 (High) Department Head rates
Merit Levels	High Merit	High Merit (10)	High Merit (23-24)
	Middle Merit	Middle Merit (9)	Middle Merit (20-23)
	Merit	Merit (5-8)	Merit (17-19)
	No Merit	No Merit (4 or below)	No Merit (16 or below)
OTHER:	Merit dollars are flat dollar amounts.	Merit dollars are flat dollar amounts.	Merit and Middle Merit dollars are flat amounts. High Merit dollars are calculated as a percentage of the flat amount for that category.