

NMSU Library
 Summary of Annual Increase
 FY 2010-2011

Distrubution Total	Non-Exempt Staff		Exempt Staff		Faculty	
Total	0%		0%		0%	
Cost of Living Adjustment	0%		0%		0%	
Merit	0%		0%		0%	
Numeric Scale	0-5 (high)		0-5 (high)		0-5 (high)	
Rated by:	Supervisor		Department Head		Department Head	
Merit Levels	Rounded		Rounded		Rounded	
Rating of 4.81-5.0	High Merit	n/a	High Merit	n/a	High Merit	n/a
Rating of 4.51-4.80	Middle Merit	n/a	Middle Merit	n/a	Middle Merit	n/a
Rating of 4.10-4.50	Merit	n/a	Merit	n/a	Merit	n/a
Rating of 0-4.09	No Merit	n/a	No Merit	n/a	No Merit	n/a

Email sent to all-employees@nmsu.edu stating: "As a result of the staff Mercer study, a new classification and pay level structure for staff positions will now be implemented. Effective January 1, 2011, all regular staff positions will be converted into the new classification structure. Please note that this classification implementation does not adjust for years of service, merit, or equity. It simply establishes minimum and maximum pay for each classification. Only employees below the minimum of the new pay level will receive an adjustment."