

POLICY 5
WAGE AND SALARY ADMINISTRATION

Rule 5.10 - Pay Plan Type: Negotiated Rate Pay Plan

Based on the conditions set forth in Policy 15, Labor Relations and Negotiations of these Policy and Rules and as authorized by the State Universities Civil Service System Statute and Rules, wage rates or pay ranges may be negotiated. Consistent with the judicious use of funds and considering the available resources, market trends, and other related factors, negotiations will be in accordance with provisions of Policy 15; rates or ranges developed through negotiations will be effected as prescribed in that chapter.

Regulations

5.101 Range/Rate Adjustments

Changes in negotiated pay rates or ranges and the timing thereof will be in conformance with the collective bargaining agreement.

5.102 Pay Increases

Employees shall receive any general contract increases effective on the date(s) specified in the contract for such increase(s). If longevity increases are included in the negotiated agreement, they will be effective at the beginning of the pay period following completion of time requirements if the contract does not specify otherwise.