

NEW RIVER COMMUNITY AND TECHNICAL COLLEGE
OPERATING RULE 6 (OR-6)
Effective Date – October 2, 2008

RULE: Salary and Merit

RATIONALE: Establish a salary rule in accordance with Senate Bill 703 and WV State Code 18B-9-3

OPERATING RULE STATEMENT

Faculty, Classified and Non-classified employees shall be compensated based on established goals. Salary increases may be given on a merit basis or to rectify salary inequities or accommodate competitive market conditions in WV and/or according to SREB data when funds are available. A decision to provide merit based increases will be based on annual performance appraisals and will be considered without regard to race, sex/gender, age, etc.

SALARY GUIDELINES (referencing HEPC Minutes of April 19, 2002 – Salary Guidelines FY2003)

- All categories of employees shall be treated comparably, but not necessarily consistently nor is there an expectation that each individual employee will receive the same adjustment;
- Treat state-funded and non-state funded employees uniformly;
- In addition to State funds received for salary adjustments, apply institutional funds, when necessary, to meet salary goals;
- Comply with legislatively-mandated salary adjustments, e.g., experience increments, promotion increases, and others; and
- The Board of Governors will select the effective date for salary adjustment.

DATE APPROVED: October 2, 2008

DATE REVISED:

RELATED RULES/POLICIES/PROCEDURES: WV State Code 18B-9-3; New River Procedure

RESPONSIBLE OFFICE: Human Resources

Lee D. Spring
President

October 2, 2008
Date