

SALARY RANGE REVISION - SUMMARY OF REVISIONS

7-16-50	Policies on establishing salary ranges, total compensation, part-time work, beginning salary, temporary employment, salary rate in transfers, promotion, or demotion reinstatement of employee, and revision of salary ranges policies promulgated.
5-1-52	When salary range is increased, the salaries of all employees shall be increased by the same amount; does not affect increment date; cannot exceed maximum.
8-1-59	Salary adjustments as result of salary range revisions - shall be increased to 1st step; may be increased one step; may give two step in case of inequity; shall not exceed maximum.
11-1-62	Anniversary dates as a result of Salary Range Revisions.
11-26-63	Policy on salary range revisions.
6-27-63	Change in base salary structure.
2-9-66	Any time a salary range is upgraded an individual could be considered for some salary increase.
8-1-66	Salary ranges to be upgraded by three grades for registered nurses at Memorial Hospital, and as soon as funds are available at other hospitals.
12-15-69	Established flat rate salary if insufficient information to determine definite classification and pay provisions within the established compensation plan.
10-29-75	Revision on salary rates as related to salary range revisions - may adjust to step corresponding in number to step in old range. When downward, it may be reduced by a corresponding amount or remain unchanged.
2-1-85	Provided that Personnel Director can officially take action that would put the hiring rate up in the existing salary range.

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4-1-86	Half-step added.
10-1-86	Salary rate provisions revised - performance salary increase provisions deleted.
1-1-90	Revised to conform to new pay plan - added special entry rates and geographical differentials. Also, provided for delayed increases.
7-1-90	<p>If employee has been reduced to lower grade without reduction in salary and subsequently changed back to higher grade, should not get salary increase; however, may get increase if actions occurred as much as 24 months apart.</p> <p>Range revision down changed to allow employee to continue to work at higher grade even though grade of position must be lowered, when vacated, must be filled at lower grade.</p>
1-1-91	Changed wording to say that employees do not have to get increase. If in disciplinary procedure for either performance or personal conduct, not eligible for any increase. Changed requirement for increasing to hiring rate to <u>may</u> ; but left increase to minimum as <u>shall</u> .
9-1-91	Amount of increase allowed changed from % to dollar amount provided by the difference in the two minimums.
6-1-02	Deletes provision that delayed increases must be limited to three occurrences and must be awarded within 24 months. (Exception Case No. 02-05.)
9-1-02	Deletes provision that delayed increases for SER's must be limited to three occurrences and must be awarded within 24 months. (Exception Case No. 02-05) [This should have been in the last revision but was overlooked.]
7-1-05	Revised to eliminate "hiring rate" and to change "special entry rate" to "special minimum rate."
11-1-05	Revised to define Salary Range Revision for purposes of the salary Adjustment Fund.
1-1-08	Revised to implement the provisions of the December 21, 2007, memo from Thomas Wright which does away with maximum in-range adjustments when implementing a Special Minimum Rate.

