

Rutgers University Senate

Staff Caucus

Proposal/Background for Charge on Staff Promotion and Salary Adjustment Policy

November 2015

BACKGROUND: University Policy 60.4.10 sets forth the provisions regarding salary and salary adjustments for Managerial, Professional, Supervisory, and Confidential (MPSC) and other non-aligned employees. When external hires are made for professional staff positions, successful candidates can be offered salaries up to 10% beyond the salary midpoint of the grade. However, internal candidates for the same position are unfairly constrained by the policy and can only be offered a salary increase of 5 to 15 percent (or the minimum of that grade) at the discretion of the hiring authority. The result is that external candidates can be hired at a significantly higher salary than internal candidates that are promoted. Thus new employees can be rewarded by an appropriate salary while position incumbents cannot be similarly rewarded for their exemplary performance. This inequity prevents Rutgers from retaining high-performing staff by placing arbitrary restrictions on compensation based not on a unit's budget or other constraints, but on a staff member's current salary, even when that salary is based on a completely separate set of duties and responsibilities.

DRAFT CHARGE: Staff Promotion and Salary Adjustment Policy: Examine Rutgers' policies on salary adjustments for staff. In particular, review University Policy 60.4.10, which limits Rutgers staff employees' salary adjustments following promotion or reclassification to levels below those that may be negotiated or offered for newly hired staff employees. Where appropriate, make recommendations for modifying the policy. Respond to Senate Executive Committee by [date].