

As a regular part of maintenance to the classified pay program, the University reviews pay zone minimums and makes appropriate adjustments to the minimums approximately every two years. The Advisory Committee on Classified Staff Pay Zone Minimums recently reviewed current pay zone minimums and market data, making a recommendation to Mr. Richard Norman, Vice President for Finance and Business Services. The recommendation was accepted and will be implemented in two phases.

The implementation of the new pay zone minimums is described below. If, on the effective date of the new minimum, an employee's pay is less than the new minimum for their zone, the employee's pay will be increased to the new minimum.

| ZONE | CURRENT MINIMUM | MINIMUM EFFECTIVE APRIL 22, 2006 | MINIMUM EFFECTIVE MARCH 10, 2007 |
|-------------|----------------------------|---|---|
| E1 | \$8.80 | \$9.00 | \$9.00 |
| E2 | \$9.35 | \$9.55 | \$9.80 |
| F1 | \$10.40 | \$10.60 | \$10.85 |
| F2 | \$10.85 | \$11.15 | \$11.50 |
| G1 | \$11.30 | \$11.75 | \$12.20 |
| G2 | \$12.60 | \$13.30 | \$14.00 |
| H1 | \$13.10 | \$13.85 | \$14.60 |
| H2 | \$13.65 | \$14.40 | \$15.20 |

The Department of Human Resources will send a personal letter to each employee affected by the change indicating why the change was made and when the change will be implemented. If you have any questions, please contact Kate Stoss, Director of Compensation, Employment and Technology, at 529-9552.