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Office of the President


RESOLUTION
concerning
SALARY ADJUSTMENT GUIDELINES
for

MANAGEMENT AND CONFIDENTIAL PROFESSIONAL PERSONNEL
UNDER THE JURISDICTION OF THE
BOARD OF TRUSTEES FOR CONNECTICUT STATE UNIVERSITY

July 22, 1988

- WHEREAS, Governor William A. O'Neill has requested a reduction in State agency expenditures for 1988-89, and
- WHEREAS, The Board of Trustees for Connecticut State University wishes to respond to the Governor's request, now therefore, be it
- RESOLVED, That the Salary Adjustment Guidelines approved on March 4, 1988, for implementation in September 1988 are rescinded, and be it further
- RESOLVED, That the attached Salary Adjustment Guidelines shall be followed in preparation of salary adjustment recommendations for Board action.

A Certified True Copy:


L. J. Davidson
Chairperson



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CONNECTICUT STATE UNIVERSITY

Management and Confidential Professional Personnel Salary Guidelines

Effective the pay period beginning August 26, 1988, and upon the approval of the Board of Trustees, salaries shall be adjusted according to the following guidelines:

A. Management Personnel

1. Salary adjustment recommendations for University Presidents and Vice Presidents shall not exceed 4 percent.
2. Salary adjustment recommendations for Assistant and Associate Vice Presidents, Deans, Executive Directors and positions of a similar level of managerial responsibility shall not exceed 5 percent. In cases of historic inequity, justification may be submitted for an additional increase. The aggregate increase shall not exceed 10 percent.

B. Confidential Professional Personnel

1. Confidential Professional Personnel salary adjustment recommendations shall comply with the following:
 - a. The total increase in payroll for employees under Section B of these guidelines shall be less than 8.13%.
 - b. Individual salary adjustments pursuant to these guidelines shall not exceed 10 percent for any individual inclusive of inequity adjustments.
 - c. Individuals who are granted an increase for quality service shall receive not less than a 5 percent increase. An appropriate increase will be approximately 6.5 percent.
 - d. The salary of Secretarial Assistants in the Executive Office shall be adjusted to salaries that shall not exceed 1.01 times the maximum salary of Executive Secretary II in the classified service.

C. Each campus President will submit to President Beal written justification for any proposed increase in excess of 8 percent by August 19, 1988.

Note: See applicable policy for managerial employees in acting capacities and Article 7.1 of the Personnel Policies for Management and Confidential Professional Personnel. Personnel employed on or after February 26, 1988, are not eligible for consideration for a September 1988 salary adjustment.

March 4, 1988

**CONNECTICUT STATE UNIVERSITY
MANAGEMENT and CONFIDENTIAL PROFESSIONAL EMPLOYEE SALARY GUIDELINES**

Effective at the beginning of that pay period including September 1st, and upon approval of the Board, managerial salaries shall be adjusted according to these guidelines.

A. Managerial:

1. Individual salary adjustments pursuant to these Guidelines shall not exceed 10% for any individual, except for rare individually identified inequity increases that must be approved by President Beal.
2. Individuals who are granted an increase for quality service shall receive not less than a 5% increase. An appropriate increase will be approximately 6.5%.
3. The total increase in payroll generated pursuant to these Guidelines shall be less than 8.13% of the total salaries of those eligible for consideration for an increase during that pay period including September 1st.
4. Each Campus President will submit to President Beal written justification for each proposed increase in excess of 8.0% by August 19, 1988.
5. President Beal will recommend to the Executive Committee salary adjustments for the Presidents and for the Executive Office staff by September 9, 1988, in accordance with the above Guidelines.

B. Confidential Professional Personnel

1. The salary of Secretarial Assistants in the Executive Office shall be adjusted to salaries that shall not exceed 1.01 times the maximum salary of Executive Secretary II in the classified service.
2. Other professional personnel shall have their salaries adjusted in the light of comparable employees included under collective bargaining contracts for state employees and/or related groups of employees elsewhere in state service.

Notes: See applicable policy for managerial employees in acting capacities and Article 7.1 of the Personnel Policies for Management Personnel and Confidential Professional Personnel. Salary increases of senior managerial employees may be limited pursuant to paragraph A 2 above. Personnel employed on or after February 26, 1988 are not eligible for consideration for a September 1988 salary increase.