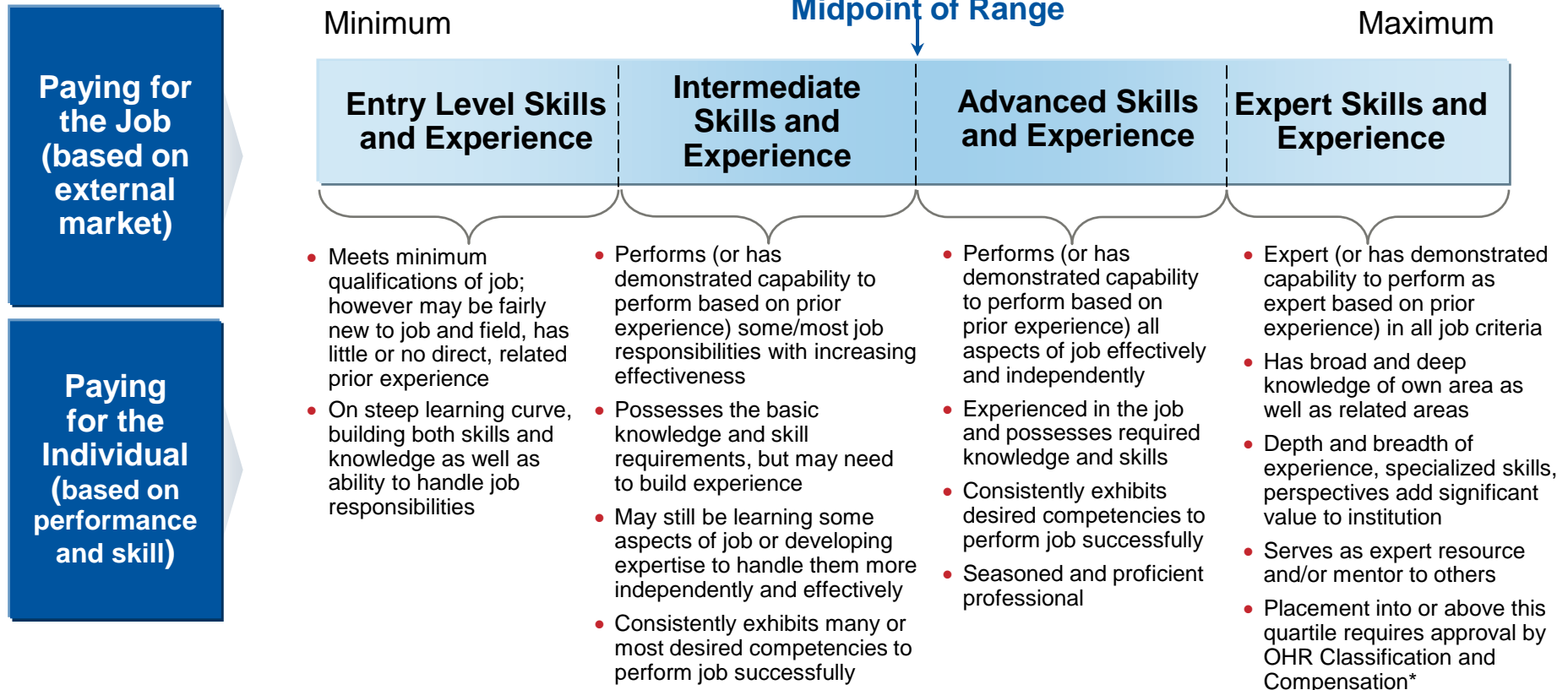


Administrative Guidelines

IV. Managing Pay within a Grade Tool

The grades of the new salary structure are wide enough to provide appropriate pay for employees with a variety of skills, knowledge, experience and performance levels. The following model may be used by departments as a guide for typical employee pay within a grade or range:

MANAGING PAY WITHIN A GRADE



Factors for progression within the salary range may be based on external market, individual performance and skill.

*OHR Classification and Compensation with OEI will review placement into or above the 4th quartile a minimum of quarterly