

**From:** Vivian Fernandez

**Sent:** Monday, April 9, 2018 10:31 AM

**To:** Jon Oliver

**Cc:** Mary Mickelsen; Barbara Lee; Vivian Fernández ([vivian.fernandez@rutgers.edu](mailto:vivian.fernandez@rutgers.edu))

**Subject:** RE: Senate Report on Charge S-1512 Staff Promotion and Salary Adjustment Policy

Dear Jon,

In response to S-1512, attached please find an updated copy of the Salary and Salary Adjustment for Non-Aligned Employees. Please note that the policy has been updated to reflect the practice and process currently in place when determining compensation for newly hired employees and promotions for existing staff, which provide greater clarity based upon the concerns raised. As you will note, the policy details the candidate qualification, market and internal equity data which serve as a basis when determining compensation for non-aligned employees.

If you have any questions or would like to further discuss, please do not hesitate to contact me. Please note that the updated policy has been posted to the University Policy Library.

Regards,

Vivian