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- ¾ Increase base pay to the level shown in the market-based study
  - ¾ Use experience and education to determine base pay amount
  - ¾ Provide increase for completing educational credentials while in position
  - ¾ Merit pay; tie pay increase to performance evaluation
  - ¾ Bonuses
    - o For all employees when the university is doing well (enrollment increases)
    - o As a percentage of the money that a division brings

$\frac{3}{4}$  Leave time

o Paid Holiday break

$\frac{3}{4}$