



Policy Title:	Hiring Salaries and Base Pay Provisions for Classified and Unclassified Full-Time Equivalent (FTE) Positions
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In case of conflict between this policy and Division of State Human Resources (DSHR) Regulations, DSHR Regulations will prevail.

SUMMARY

This document provides guidance on mechanisms available to facilitate base pay increases to faculty and staff at Coastal Carolina University (CCU). Opportunities for salary increases are essential to provide employees with equitable compensation for their work, encouraging strong workplace performance, retaining highly qualified and talented employees, and promoting a rewarding work environment.

The administration of other base pay actions such as pay decreases and basis changes are also covered in this document. Information on non-base pay actions may be found in other University policies, including but not limited to, FAST-XXX Supplemental Non-Base Pay Compensation and FAST-226 Bonus Programs.

This policy does not apply to student positions, temporary positions, research grant, temporary grant or time-limited positions. For guidance on these position categories, refer to FAST-218 Student Employment, FAST-229 Temporary Employment, or FAST-XXX Research Grant, Temporary Grant and Time Limited Positions policies for guidance.

DEFINITIONS

Academic Personnel – For the purpose of executing this policy, individuals in FTE positions that hold tenured and tenure track appointments with academic rank (e.g. professor, librarian, associate professor, associate librarian, assistant professor, assistant librarian) and non-tenure track faculty and non-tenure track associated faculty (e.g., senior instructor, principal lecturer, senior lecturer, lecturer, visiting assistant professor, visiting associate professor, visiting professor, clinical assistant professor, clinical associate professor, research professor, research associate professor, research assistant professor, research associate, post-doctoral fellow) are considered academic personnel.

Base Pay - The rate of pay approved for an employee in their position. This excludes any additional forms of compensation, such as supplements, bonuses, longevity pay, temporary salary adjustments, shift differential pay, on-call pay, special assignment pay, or market or geographic differential pay, dual employment and faculty summer pay (teaching/extra compensation).

Classified Position - A position that has been assigned to a class. This is an FTE position. Refer to FAST-239 Classification Provisions for Classified and Unclassified Full-Time Equivalent (FTE) Positions for further guidance.

Covered Employee - A full-time or part-time employee occupying a part or all of an FTE position who has successfully completed the probationary period and who has grievance rights.

Faculty - All FTE employees who hold a tenure-track or non-tenure track title as defined in Section 6 of the University's Faculty Manual.

Full-Time Equivalent (FTE) - A position authorized by the General Assembly which is expressed as a numerical value as a percentage of time in hours and of funds. A full-FTE normally has a standard work hours of 37.5 or 40 hours per week. FTE positions are not research grant, temporary grant, time-limited, temporary, student or intermittent positions.

Pay Band - For classified positions, the dollar amount between the minimum and maximum rates of pay to which a class is assigned by the Division of State Human Resources (DSHR).

Unclassified Academic Staff – University personnel in FTE positions who are not appointed as faculty but are engaged in academic functions. Unclassified state class titles include, but are not limited to, Academic Program Manager, Academic Program Director. Unclassified academic staff are considered unclassified other (non-teachers) with respect to the application of classification and compensation regulations, policies and guidance, unless the expressly covered under the Faculty Manual.

Unclassified Other (Non-Teachers) – Personnel employed in unclassified FTE positions at the University which are not categorized as unclassified academic personnel, academic staff, agency head, athletic personnel (in the athletics department), or teachers.

Unclassified Administrators – University personnel in FTE positions who are assigned unclassified, non-academic State Titles (e.g. vice president, associate vice president, assistant vice president, administrator, director). Unclassified Administrators are considered unclassified other (non-teachers) with respect to the application of classification and compensation regulations, policies and guidance.

Unclassified Position - A position that has been assigned to an unclassified State title. This is an FTE position. Refer to FAST-239 Classification Provisions for Classified and Unclassified Full-Time Equivalent (FTE) Positions for further guidance.

POLICY:

I. POLICY STATEMENTS

A. Pay Administration

1. DSHR establishes and maintains a Classified FTE Pay Plan which consists of the:
(a) official Classification Listing; (b) official Pay Schedule (c) policies governing the administration of the Pay Plan. Hiring salaries and base pay increases for classified personnel cannot place their salaries over the maximum of the pay band which is associated with their position classification. This applies to classified personnel only.
2. CCU will administer pay actions in accordance with DSHR regulations 19-705 and 19-706. University pay actions may be subject to audit by the DSHR. I.A.2 only applies to classified and unclassified personnel as defined in this policy.
3. With the approval of the CCU president, CCU's Office of Human Resources (CCU-HR) has the delegated authority for the administration of pay actions.
4. Employees will be paid in accordance with human resource regulations, and the provisions of applicable CCU policies, programs, and compensation plans.
5. CCU-HR will be responsible for maintaining the appropriate documentation associated with pay actions.
6. CCU-HR will represent the University in all official pay-related actions with the DSHR. All actions, inquiries, exceptions and appeals concerning this policy must be directed to CCU-HR.
7. Periodic compensation studies will be conducted for the purpose of making recommendations that will maintain competitive pay programs.
8. When an employee moves from an unclassified position to a classified position, the employee's pay will be governed by DSHR regulation 19-705.

9. When an employee moves from a classified position to an unclassified position, without a State salary range, the employee's pay will be governed by DSHR regulation 19-706. CCU-HR will determine whether the new position has a higher, lower, or equivalent level of job duties or responsibilities than the former position. In the cases of academic personnel, the Office of the Provost may consult with CCU-HR, as appropriate. Based on the level determination, the employee's salary will be established utilizing the regular methodology used to establish base salaries for unclassified personnel, depending on their position category.
10. In accordance with DSHR regulation 19-706, unclassified pay plan provisions do not apply to athletics coaches and unclassified employees in the athletics department of post-secondary educational institutions in FTE positions, as defined in § 59-107-10 of the South Carolina Code of Laws.
11. The compensation for the president (agency head) is covered by the Agency Head Salary Commission (AHSC).
12. In accordance with § 8-1-160 of the South Carolina Code of Laws, CCU-HR has the authority to establish pay for performance programs, with the approval of the President or designee.

B. Establishing Hiring Salaries

1. All classified FTE employees of Coastal Carolina University must be paid at least the minimum amount for the pay band for the class to which hired. If an individual is exceptionally qualified for the position, HREO may authorize a salary for the individual at a rate above the minimum of the pay band but not to exceed the maximum of the assigned pay band for the position. To qualify for an exceptional hire rate, the individual must possess education, training, and/or experience that exceeds the minimum requirements for the position. The individual may be required to furnish transcripts, certificates, diplomas, or other documents to establish for the record that such credentials are valid and relevant.
2. Hiring rates for academic personnel, unclassified academic staff, unclassified administrators and other unclassified personnel should consider factors such as job duties to be assigned, relevant experience and qualifications, comparable positions and market data for the occupational area.

C. Eligibility, Restrictions and Determining Increases

1. All employees of CCU, except faculty and staff serving in a temporary position or student employee capacities, are eligible for consideration for base salary increases in accordance with this policy.

2. Specific restrictions based on the type of base salary increase are noted in this policy.
3. Market data, internal equity, and other relevant factors will be considered when determining the appropriate percentage of increase.
4. For classified personnel, the increase amount cannot place the employee's salary above the maximum of the assigned pay band.

D. Qualifying Reasons for a Base Salary Increase by Position Category

1. Classified Positions

- a. **Additional Job Duties or Responsibilities (ADR).** An in-band increase may be granted when an employee is assigned additional job duties and/or broader responsibilities, either within their current position or as a reassignment to another position in the same pay band within the University. The assumption of additional duties generally increases the overall scope of the position or complexity of the job.
- b. **Additional Skills or Knowledge (ASK).** An in-band increase may be granted when an employee gains additional skill or knowledge that is directly related to their position. Refer to the Professional Development Compensation Plan for Classified Staff.
- c. **Legislative Increase.** The state legislature may authorize a general increase or merit increase for classified employees in FTE positions. General or merit increases shall be provided to employees in accordance with the provisions of the annual Appropriations Act.

Employees on an approved leave of absence without pay will receive any authorized legislative increases to which they are entitled, upon their return to a paid status.

- d. **Promotion.** Classified employees may receive a promotional increase when moving to a classification in a higher pay band. The increase for a classified employee must be to at least the minimum of the higher pay band for the new classification. An employee is not eligible to receive a salary increase upon demotion.
- e. **Reallocation Increase.** When DSHR reallocates a class to a higher pay band, an employee in that class will be paid at least the new minimum of the new pay band.
- f. **Reclassification (RCL).** A reclassification is the assignment of a position from one class to another class, which is the result of a natural

and/or organizational change in duties or responsibilities of the position. An employee is not eligible to receive a salary increase upon downward reclassification.

- g. Retention. An in-band increase may be granted when an employee has a bona fide, written job offer from another employer, either within or outside of state government. An employee shall receive no more than one retention increase in a 12-month period.
- h. Special Salary Adjustments. An in-band increase may be awarded for pay actions outside of the provisions of human resources regulations 19-705.04 and 19-705.05, if such circumstances warrant such approval.
- i. Transfer Increase. An in-band increase may be granted to a classified employee who transfers to CCU from a position at another state agency or institution which is in the same class and/or pay band as the position to which the employee transfers. This does not apply to other employment statuses. A transfer increase cannot exceed 15%.

Guidance on salary increase amounts may be found in section I.E. of this policy. Refer to section I.F. for guidance on funding, effective dates and concurrent increases. Information on salary decreases for classified positions is located in section II.A.

2. Unclassified Academic Personnel

- a. Additional Job Duties or Responsibilities (ADR). An increase may be granted when an employee is assigned additional job duties and/or broader responsibilities. The assumption of additional duties generally increases the overall scope of the position or complexity of the job.
- b. Additional Skills or Knowledge (ASK). An increase may be granted when an employee gains additional skill or knowledge that is directly related to their position.
- c. Assignment of Higher-Level Duties. A base pay increase may be awarded to unclassified personnel for the assignment of higher-level job duties or responsibilities as defined by CCU-HR, which result in a change in unclassified state title.
- d. Market Increase. An employee may be granted an increase to correct salary inequity (internal or external) or salary compression or to address a job market salary discrepancy for the position.

- e. Legislative (General) Increase. The state legislature may allow for increases to unclassified academic personnel in FTE positions in accordance with the provisions of the annual Appropriations Act.

Employees on an approved leave of absence without pay will receive any authorized legislative increases to which they are entitled, upon their return to a paid status.

- f. Promotion. An increase may be awarded when unclassified academic personnel change positions and it is determined that the new position has a higher level of job duties and responsibilities than the former position.
- g. Rank Promotion. This increase category is used to process rank promotions as defined in the Faculty Manual.
- h. Retention. A base pay increase may be granted when an employee has a bona fide, written job offer from another employer, either within or outside of state government. An employee shall receive no more than one retention increase in a 12-month period.
- i. Post-Tenure and Post-Promotion Review Increase. An increase may be awarded when academic personnel receive certain performance ratings through the post-tenure or post-promotion review processes. Such increases are issued in accordance with § 8-1-160 of the South Carolina Code of Laws.

Guidance on salary increase amounts may be found in section I.E. of this policy. Refer to section I.F. for guidance on funding, effective dates and concurrent increases. Information on salary decreases for unclassified academic personnel located in section II.B.

3. Unclassified Other (Non-Teachers)

- a. Additional Job Duties or Responsibilities (ADR). An increase may be granted when an employee is assigned additional job duties and/or broader responsibilities. The assumption of additional duties generally increases the overall scope of the position or complexity of the job.
- b. Additional Skills or Knowledge (ASK). An increase may be granted when an employee gains additional skill or knowledge that is directly related to their position.
- c. Assignment of Higher-Level Duties. A base pay increase may be awarded to unclassified personnel for the assignment of higher-level

job duties or responsibilities as defined by CCU-HR, which result in a change in unclassified state title.

- d. **Market Increase.** An employee may be granted an increase to correct salary inequity or salary compression or to address a job market salary discrepancy for the position.
- e. **Legislative (General) Increase.** The state legislature may allow for increases for employees in the category of unclassified other (non-teachers) in FTE positions in accordance with the provisions of the annual Appropriations Act.

Employees on an approved leave of absence without pay will receive any authorized legislative increases to which they are entitled, upon their return to a paid status.

- f. **Promotion.** An increase may be awarded when unclassified academic personnel change positions and it is determined that the new position has a higher level of job duties and responsibilities than the former position. This increase category is used to process rank promotions as defined in the Faculty Manual.
- g. **Retention.** A base pay increase may be granted when an employee has a bona fide, written job offer from another employer, either within or outside of state government. An employee shall receive no more than one retention increase in a 12-month period.

Guidance on salary increase amounts may be found in section I.E. of this policy. Refer to section I.F. for guidance on funding, effective dates and concurrent increases. Information on salary decreases for unclassified other (non-teachers) is located in section II.C.

E. Amount of Salary Increase

The amount of a base pay increase will depend on factors such as the job duties assigned, relevant experience and qualifications, comparable positions and market data for the occupational areas. A written rationale for the proposed increase must be submitted with the classification/compensation request.

Base pay increases require the approval of the employee's administrative channel, up to and including the President or designee. CCU-HR approval is also required. When a classified employee is promoted or reclassified to a higher pay band, the employee's salary must be increased to at least the minimum of the new pay band. Such increases cannot place the employee's salary above the maximum of the new pay band. Salary increases for in-band base pay adjustments must fall within the employee's assigned pay band.

An employee is not eligible to receive a base salary increase upon downward reclassification, assignment to lower-level responsibilities or demotion.

F. Funding of Base Pay Rates, Effective Date of Base Salary Increases and Concurrent Increases

1. Sufficient funding must be allocated and available to support hiring rates and any base increases to be awarded.
2. Base salary increases will be effective on the pay period coinciding with or immediately following approval by CCU-HR and in alignment with the employee's assigned pay cycle. All administrative approvals must be received before an increase can go into effect.
3. When legislative increases and other salary increases are awarded on the same date, the legislative increase shall be applied prior to any other salary increases.

II. SALARY DECREASES BY POSITION CATEGORY

A. Classified Personnel

In accordance with DSHR regulation 19-705.05, a classified employee's salary may be decreased for the following reasons, with a written justification maintained by the University. Such actions require the approval of the president or designee. CCU-HR will be responsible for reviewing actions to confirm compliance with DSHR regulations and relevant CCU policies. Unless specified otherwise in section II.A., ~~or~~ unless extenuating circumstances warrant and with DSHR approval, the salary decrease will go into effect on the first date of the employee's next scheduled payroll period. (ADD: Salary decreases will be administered in accordance with DSHR regulations ED) If the next payroll period does not allow for seven days of written notice to the employee, the pay reduction will occur on the subsequent payroll period.

1. Performance Decrease (In-Band)

CCU may decrease an employee's salary based upon performance in accordance with § 8-1-160 of the South Carolina Code of Laws. Such decrease shall be determined by the agency. Performance decreases must not place an employee's salary below the minimum of the pay band. Performance decreases must be based on the results of an Employee Performance Management System (EPMS) evaluation.

2. Removal of Additional Job Duties or Responsibilities (In-Band)

Should the additional duties or responsibilities increase which justified the increase be removed from the employee within six months of the date the increase was awarded, or prior to the end of the trial period, the salary may be reduced by up to the amount of the increase. Such decrease in salary is not grievable or appealable under the State Employee Grievance Procedure Act.

3. Assignment of Lower Level Responsibilities (In-Band)
 - a. Voluntary Reason - An employee who is voluntarily assigned lower level responsibilities or moved to a position in their -current pay band with lower level responsibilities than their current position, may, at the discretion of the President or designee, be paid at any rate within the pay band provided the rate is equal to or below the current salary and provided the employee must sign a written statement indicating agreement to the salary decrease. The signed document should be maintained by the University.
 - b. Involuntary Reason – A covered employee who is involuntarily assigned lower level responsibilities or moved to a position in their current pay band with lower level responsibilities than their current position, shall not have their salary reduced for a period of six months from the date of the action unless an exception is approved by the Department of Administration or designee. After the expiration of the six-month period, with the approval of the President or designee, the employee's salary may be reduced no more than 15% or to the midpoint of the pay band, whichever is lower.
4. Demotion and Downward Reclassification Decreases (Downward Band Change)
 - a. Voluntary Reason - An employee who voluntarily has their position reclassified to a class with a lower pay band or is demoted to a position in a lower pay band, may, at the discretion of the President or designee, be paid at a salary equal to or below the current salary. However, the rate must be within the lower pay band and the employee must sign a written statement indicating agreement to the salary decrease. The signed document should be maintained by the University.
 - b. Disciplinary or Performance Reason - An employee who, as the result of a disciplinary action or unsatisfactory rating on an EPMS evaluation, has their position reclassified to a class with a lower pay band or is demoted to a position in a lower pay band, may, at the discretion of the President, be paid at a rate equal to or below the current salary, but within the lower pay band.

- c. Involuntary or Non-Disciplinary Reason – When a covered employee is demoted due to involuntary or non-disciplinary reasons or when an occupied position is reclassified to a class in a lower pay band for these reasons, the employee's salary shall not be reduced for a period of six months from the date of the demotion or downward reclassification unless an exception is approved by the Department of Administration. After the expiration of the six-month period, with the approval of the President or designee, the employee's salary may be reduced no more than 15% or to the midpoint of the pay band, whichever is lower.

An employee exempt from the State Employee Grievance Procedure Act, who is involuntarily demoted or downwardly reclassified may have their salary reduced no more than 15% or to the midpoint of the pay band, whichever is lower, immediately following the demotion or downward reclassification. If the employee's salary is allowed to remain above the maximum of the lower pay band, the employee shall not be eligible for pay increases unless: (1) Subsequent pay adjustments establish the maximum of the pay band above the employee's rate of pay; or (2) The employee is subsequently promoted or the position is reclassified and the employee's current rate of pay is below the maximum for the pay band for the class to which promoted or reclassified.

- d. An employee who is promoted or whose position is reclassified upward, and subsequently demoted or the position is reclassified downward prior to attaining covered status in a class of a higher pay band, shall have a reduction in pay as follows: (1) When an employee is demoted or his position is reclassified to the previous class or to a class with the same pay band held prior to promotion or reclassification, or to a class with a lower pay band, the employee's salary will be reduced by the amount previously received upon promotion or upward reclassification provided the salary will not exceed the maximum of the pay band for the class to which demoted or downwardly reclassified. (2) When an employee is demoted or his position is reclassified downward to a class having a higher pay band than the original position, the employee's salary will be reduced by the amount previously received upon promotion or reclassification and the employee's new salary will be established in accordance with Section 19-705.04 D.

5. Downward Band Reallocation

Refer to section 19-705.05 C.2. for guidance on salary decreases resulting from a downward band reallocation.

B. Demotions and Salary Decreases for Employees in the Category of Academic Personnel

In accordance with DSHR regulation 19-706.04 C.3., an unclassified academic employee's salary may be decreased for the following reasons, with a written justification maintained by the University. Such actions require the approval of the president or designee. Unless specified otherwise in this section, or if extenuating circumstances warrant, the salary decrease will go into effect on the first date of the employee's next scheduled payroll period. If the next payroll period does not allow for seven days of written notice to the employee, the pay reduction will occur on the subsequent payroll period.

CCU-HR will be responsible for reviewing actions to confirm compliance with DSHR regulations and relevant CCU policies.

1. Performance or Disciplinary Decrease

An employee's salary may be decreased for performance or disciplinary reasons. Performance decreases should be based on the results of a performance evaluation. Any performance or disciplinary decrease shall be determined by the University.

2. Removal of Additional Job Duties or Responsibilities

Should the additional job duties or responsibilities which justified the increase be removed from an employee within six months of the date that the salary increase was awarded, the salary may be reduced by up to the amount of the increase.

3. Demotion and Lower Level Responsibilities

- a. Voluntary Reason - An employee, who is voluntarily demoted or is voluntarily assigned to lower level responsibilities within his current position, may be paid at a rate which is agreed upon by the employee and the agency provided the employee signs a written statement indicating agreement to the salary decrease. The signed document should be maintained by the University.

- b. Involuntary Reason

- (1) Academic Personnel Covered by the State Employee Grievance Procedure Act (*Not Covered by Faculty Manual*)

- i. Disciplinary or Performance Reason - An employee who, as the result of a disciplinary action or unsatisfactory rating on a performance evaluation, is demoted or assigned lower level responsibilities, shall not have their salary reduced by

more than 15%. For a decrease of more than 15%, the CCU-HR must submit written justification to DSHR for approval.

- ii. An employee, who is involuntarily demoted or assigned lower level responsibilities, shall not have their salary reduced for a period of six months from the date of the action unless an exception is approved by the Department of Administration. After the expiration of the six-month period, with the approval of the CCU's President or designee, the employee's salary may not be reduced by more than 15%. For a decrease of more than 15%, CCU-HR must submit written justification to DSHR for approval.

- (2) Academic Personnel Exempt from the State Employee Grievance Procedure Act An employee, who is involuntarily demoted or assigned lower level responsibilities, shall not have their salary reduced by more than 15%. For a decrease of more than 15%, the agency must submit written justification to DSHR for approval.

C. Demotions and Salary Decreases for Employees in the Category of Unclassified Other (Non-Teachers)

In accordance with DSHR regulation 19-706.04 D.3.c., an unclassified other (non-teacher) employee's salary may be decreased the following reasons, with a written justification maintained by the University. Such actions require the approval of the president or designee. Unless specified otherwise in this section, or unless extenuating circumstances warrant, the salary decrease will go into effect on the first date of the employee's next scheduled payroll period. If the next payroll period does not allow for seven days of written notice to the employee, the pay reduction will occur on the subsequent payroll period.

1. Performance Decrease

The University may decrease an employee's salary based upon performance in accordance with § 8-1-160 of the South Carolina Code of Laws. Performance decreases must be based on the results of an Employee Performance Management System (EPMS) evaluation, and the salary decrease shall be determined by the University.

2. Removal of Additional Job Duties or Responsibilities

Should the additional job duties or responsibilities which justified the increase be removed from an employee within six months of the date that the salary increase was awarded or prior to the end of the trial period, the salary may be reduced by up

to the amount of the increase. Such decrease in salary is not grievable or appealable under the State Employee Grievance Procedure Act.

3. Demotion and Assignment of Lower Level Responsibilities

- a. Voluntary Reason - An employee, who is demoted or is voluntarily assigned to lower level responsibilities within their current position, may be paid at a rate which is agreed upon by the employee and the University provided the employee signs a written statement indicating agreement to the salary decrease. The signed document should be maintained by the University.
- b. Involuntary Reason
 - i. Disciplinary or Performance Reason - An employee who is demoted, as the result of a disciplinary action or unsatisfactory rating on an EPMS evaluation, shall not have their salary reduced by more than 15%. For a decrease of more than 15%, CCU-HR must submit a written justification to DSHR for approval.
 - ii. Demoted or Assigned Lower Level Responsibilities - A covered employee, who is involuntarily demoted or assigned lower level responsibilities shall not have their salary reduced for a period of six months from the date of the action unless an exception is approved the Department of Administration. After the expiration of the six-month period, with the approval of the President or designee, the employee's salary may not be reduced by more than 15%.

An employee exempt from the State Employee Grievance Procedure Act, who is demoted or involuntarily assigned lower level responsibilities, shall not have their salary reduced by more than 15% immediately following the demotion or assignment of lower level responsibilities. For a decrease of more than 15%, CCU-HR must submit written justification to DSHR for approval.

III. ADJUSTING BASE PAY DUE TO BASIS CHANGES

A. Base period (or basis) is the period of time that defines the regular annual schedule of employment (e.g., nine months, twelve months). While a base period is usually assigned to employees in unclassified and classified positions, there may be instances in which the methodology to calculate salaries for other position types/statuses may apply. HREO should be contacted to provide guidance on basis changes and associated computations.

B. Nature of Basis Changes

1. Voluntary basis changes with the appropriate administrative approvals with written consent of the employee and approvals of the appropriate administrative channel.
2. Involuntary basis changes for classified staff and unclassified other personnel who are in a covered status may constitute an adverse employment action if the changes result in base pay decreases. Members of management should consult HREO before taking such action.
3. Academic personnel, including administrators with faculty rank, may be subject to basis changes from 9 months up to 12 months and the reverse, based on their assigned duties.
4. Base period changes for unclassified personnel in the athletics department should be facilitated in alignment with the executed terms of employment or contract. Members of management should consult HREO before taking such action.

IV. ACADEMIC PERSONNEL ASSUMING ADMINISTRATIVE DUTIES

When academic personnel with faculty rank are to be compensated for administrative duties, it may be in the form of supplemental non-base pay compensation. Refer to FAST-XXX Supplemental Non-Base Pay Compensation policy for guidance.

V. PROCEDURES

Procedures, forms, and general guidance related to this policy may be found on the CCU-HR's website.

VI. RELATED UNIVERSITY, STATE AND FEDERAL POLICIES

- A. State Human Resources Regulations 19-705, 19-706
- B. Faculty Manual
- C. FAST-226 Bonus Programs
- D. FAST-XXX Supplemental Non-Base Pay Compensation
- E. FAST-229 Temporary Employment
- F. FAST- 239 Classification Provisions Plan for Classified and Unclassified Full-Time Equivalent FTE Positions