

**COMPENSATION/ POSTING POLICY DURING THE PHASE-IN
OF A NEW PAY GRADE SYSTEM**

July 1, 2007

VSU will abide by the written current compensation policy, however there are three caveats to the current system that need to be clarified in conjunction with implementing the new pay grade system. Since VSU is not able to implement all the new pay grade changes simultaneously, the following policy will be in effect. These changes also affect the posting requirements.

1. PAY GRADES 10-16

Positions in Pay Grades 10-16 will be hired at the MGT pay grade minimums.

2. PAY GRADES 17 - ABOVE

Positions in Pay Grades 17 and above will be hired at the previous pay grade minimums.

3. NON-SLOTTED POSITIONS

If a position which was previously non-slotted becomes vacant the position will be hired at the new MGT pay grade minimum.

As we implement more pay grades from year to year we will augment this policy to reflect the current system.