

**STARTING SALARY DETERMINATION GUIDELINES**

For County/Area/Regionally-based Professional Staff

**BASE** – Starting Salary = \$39,400\* Add \$2500 for **regional** responsibilities.

**\* Note: Subtract \$3000 off starting salary for bachelor's degree only. Add \$2,500 for Ph.D.**

CSUCE Personnel System Salary Range Determination			
Level	Degree Requirement	Maximum Experience	Salary Range
1	BS	5	\$36,400-44,900
2	MS pref., BS req.	10	\$36,400-50,400
3	MS	15	\$39,400-54,900
4	MS	30	\$39,400-66,400

**EXPERIENCE CREDIT**

Base plus	\$1100/year	1-10
	\$900/year	11-20
	\$700/year	21-30

**ADMINISTRATIVE CREDIT**

1-25%	\$1500
26-50%	\$3000
51-75%	\$4500

**NOTE: All salaries must be established in \$100 increments.**

TYPE OF EXPERIENCE	EXPERIENCE CREDIT
<b>EXTENSION EMPLOYMENT</b>	Full Credit
<b>HIGHLY RELEVANT EMPLOYMENT RELATED TO THE POSITION</b> --Teaching (Elementary, secondary, college e.g. home economics, vocational agriculture) --Product demonstration and/or sales --Federal agencies --University work/assistantships --Military Officer experience --Research experience --Self Employment	Full Credit
<b>EXPERIENCE OF LOWER RELEVANCE TO THE POSITION</b> --Research somewhat related to responsibilities of position --Assistantships somewhat related to responsibilities of position --Self-employment somewhat related to responsibilities of position	Half credit for the first (most recent) five years. No credit beyond.
<b>OTHER</b> --Farming --Homemaking --Employment in laboring job or other non-professional job --Military --Employment in positions totally unrelated to position	No credit except as justified by position

**Base + relevant experience (to the max. allowed) + administration + market = salary**

**EFFECTIVE 3/01/08**

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