5-8 **Salary Scale**

The UTTC Salary Scale is designed to recognize individual levels of education, training, experience, and responsibility in regard to the duties defined in the position description. The labor market and availability of funds are additional factors for the salaries set forth in the Salary Scale. The proposed Salary Scale will be published in the UTTC Employee Handbook and will be used for determining starting salary, salary increases, and annual budget formulation.

Employees who fall within the salary range may be eligible for a merit increase based on their annual performance evaluation and the approved fiscal year budget. Employees earning more than the maximum amount for their position may be provided a lump sum payment based on their annual performance evaluation and the approved fiscal year budget.

Changes are effective upon Board of Director approval and are effective at the beginning of the first pay period of each fiscal year.