




Staff Job Promotion Compensation Considerations

Criterion	Assessment of Staff Member		
Degree of increase in responsibilities			
	<i>Moderate</i>		<i>Significant</i>
Performance compared to expectations ¹			
	<i>Effective</i>		<i>Exceptional</i>
Current salary in relation to new band			
	<i>High</i>		<i>Low</i>
Current salary relative to others in similar jobs in new band (with similar skills, knowledge, competencies, and experience)			
	<i>High</i>		<i>Low</i>
Depth and breadth of skills and knowledge demonstrated			
	<i>Moderate</i>		<i>High</i>
	 Modest Increase (e.g., 3%-5%)	 Moderate Increase (e.g., 5%-8%)	 Significant Increase (e.g., 8%-10%)