

<p>1. Midpoint: $\frac{(\text{Min} + \text{Max})}{2}$ AS-608 \$8.54-\$15.89 $\frac{(8.54 + 15.89)}{2} = 12.22$ 3rd Quartile $\frac{(\text{Mid} + \text{Max})}{2}$ AS-608 \$12.22-\$15.89 $\frac{(12.22 + 15.89)}{2} = 14.06$</p>	<p>2. Promotion (Same Schedule): 1 Grade 1.07 * Current Salary 2 Grades 1.07 or up to 1.105 * Current Salary 3 Grades 1.07 or up to 1.14 * Current Salary Current salary = \$10.45, AS605; promoted to AS607 Must give 7% $10.45 * 1.07 = 11.1815 = \\11.18 May give up to 10.5% $10.45 * 1.105 = 11.54725 = \\11.55</p>	<p>3. Promotion (From One Schedule to Another): (New Max/Current Max) -1 then: < 14% 1.07 * Salary =14 % but <21 % 1.07 or 1.105 * Salary =21% or >21 % 1.07 or 1.14 * Salary Current salary \$15.00, AS-611; promoted to MS-513 Max AS-611 = \$19.46 Max MS-513 = \$22.07 $(22.07/19.46) = 1.1341212 -1 = 13.41\%$ Eligible for a 7% salary increase</p>
<p>4. Demotion (Same schedule or one to another): $\frac{\text{Current Salary}}{1.07}$ Current salary = \$15.00, AS-609; demotes to AS-608 $15.00/1.07 = 14.018 = \\$14.02$</p>	<p>5. Temporary Optional Pay for Additional Duties – Recurring Biweekly Payment: Current Salary = \$15.00 or \$1200 biweekly; Given 7% Optional Pay Current Salary *1.07; $15.00*1.07=\\$16.05$ or \$1284 biweekly Biweekly Difference=New biweekly-old biweekly; \$1284-\$1200=\$84 Recurring payment of \$84 would be entered.</p>	<p>6. Pay: ALL SALARY CALC’S BEGIN WITH EMPLOYEES’ HOURLY PAY Biweekly = Hourly * 80 $10.00*80 = \\$800.00$ Annual = Hourly* 80* 26 $10.00*80*26 = \\$20,800.00$</p>
<p>7. Special Entrance Rate Implementation: $\% \text{ Difference} = \frac{\text{New Hire Rate}}{\text{Old Hire Rate}} - 1$ Old hire rate = \$15.00 New hire rate = \$17.50 $(17.50/15.00) - 1 = .1666 = 16.67\%$</p>	<p>8. Implementing Percent Difference Increase: $1 + (\text{Proposed \% Increase}) * \text{Current Hire Rate}$ Current salary of \$16.00. Employee eligible for a 15% increase. $16.00 * 1.15 = \\$18.40$</p>	<p>9. Turnover: $\frac{\# \text{ Separations}}{\# \text{ Employees}}$ 350 employees and 42 separations $42/350 = 0.12 = 12\%$ TURNOVER IS CALCULATED PER FISCAL YEAR</p>

Hourly Rates should be rounded to the second decimal place. For example:
 $\$12.50 * 1.105 = \$13.8125 = \$13.81$ and $\$13.50 * 1.105 = \$14.9175 = \$14.92$.