MARKET ADJUSTMENTS
CLASSIFIED/ADMINISTRATIVE/PROFESSIONAL

Market Adjustments will be effective January 1, 2025

INFORMATION USED FOR CALCULATIONS

- Current Employee as of December 31, 2024 and in an active pay status
- Current Annual Salary
- Current Pay Ranges - Based on Average CUPA data (See Attached)
- Total Years of Experience at MTSU

CALCULATION

- Take minimum salary of Pay Range and add 1/30 of the range for each year of MTSU Experience (See Attached Pay Ranges for 1/30 factor)

- If calculation is past the midpoint - predicted salary is capped at the midpoint of each pay grade

- Difference is calculated between Projected Salary up to the Midpoint and COLA Adjusted Annual Salary

- This calculation is funded at 65.0%.

EXAMPLES

EXAMPLES:

Example 1: Classified Employee

James Doe at Skill Level 6 with 16 years of MTSU Experience
Current Salary - $41,877.42
Minimum of Range - $35,000
Midpoint of Range - $42,875
Range Penetration Factor - $525.00

Market Calculation:
$35,000 (min of salary range) + (16 * $525.00) (years of MTSU Exp * Range Penetration) = $43,400.00(Calculated Predicted Salary)
$42,875.00 - Predicted Salary Capped at Midpoint
$42,875.00 (Predicted Salary) – $41,877.42 (Current Salary) = $997.58(Difference)
$997.58 * 65.0% (Funding Percentage) = $648.43Funded Amount of Increase)
$42,525.85 – New Annual Salary

Example 2: Administrative Employee

John Doe at Pay Grade 5 with 13 years of MTSU experience
Current Salary - $60,013.69
Minimum of Range - $51,415
Midpoint of Range - $64,011
Range Penetration Factor - $839.73

Market Calculation:
$51,415 (min of salary range) + (13 * $839.73) (years of MTSU Exp * Range Penetration) = $62,331.49(Calculated Predicted Salary)
$62,331.49 (Predicted Salary) – $60,013.69(Current Salary) = $2,317.80 (Difference)
$2,317.80 * 65.0% (Funding Percentage) = $1,506.57(Funded Amount of Increase)
$61,520.26 – New Annual Salary

CLASSIFIED SALARY RANGES
as of July 1, 2022

Skill Level	Minimum	Midpoint	Maximum	Range Penetration Factor
1	22,065	26,478	30,891	294.20
2	24,052	28,982	33,911	328.63
3	26,296	31,818	37,340	368.13
4	28,839	35,039	41,238	413.30
5	31,721	38,700	45,679	465.27
6	35,000	42,875	50,750	525.00
7	38,733	47,643	56,552	593.97
8	42,994	53,098	63,201	673.57
9	47,866	59,354	70,842	765.87
10	53,451	66,547	79,643	873.07
11	59,865	74,831	89,797	997.73

ADMINISTRATIVE SALARY RANGE
as of July 1, 2022

Pay Grade	Minimum	Midpoint	Maximum	Range Penetration Factor
2	38,319	46,941	55,562	574.77
3	42,114	51,870	61,626	650.40
4	46,448	57,520	68,591	738.10
5	51,415	64,011	76,607	839.73
6	57,113	71,487	85,861	958.27
7	63,668	80,116	96,563	1096.50
8	71,227	90,103	108,979	1258.40
9	79,964	101,687	123,410	1448.20
10	90,087	115,161	140,234	1671.57
11	101,846	130,872	159,898	1935.07
12	115,542	149,242	182,942	2246.67
13	131,533	170,774	210,015	2616.07
14	150,257	196,086	241,914	3055.23
15	172,238	225,919	279,599	3578.70