



FLORIDA STATE UNIVERSITY  
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## NEW HIRE SALARY/APPOINTMENT EXPLANATION

*Refer to the Compensation Policy*

Employee Name: \_\_\_\_\_ Employee ID: \_\_\_\_\_  
 Department: \_\_\_\_\_ Funding #: \_\_\_\_\_  
 E&G  SRAD  Aux  Agency  
 Job Title: \_\_\_\_\_ Position #: \_\_\_\_\_ Pay Band: \_\_\_\_\_  
 Contact Name: \_\_\_\_\_ Phone #: \_\_\_\_\_  
 Job Offer Amount: \$ \_\_\_\_\_ Effective Date: \_\_\_\_\_ Ending Date: \_\_\_\_\_  
 (if applicable)

### SALARY INFORMATION: (check appropriate box)

- Determined by Human Resources to be a **lateral** and a salary increase is being requested:
  - Requires approval of a division's higher level manager.  
 Acad Affairs – Paul Harlacher; Advancement – Tom Jennings; Central Admin – David Coburn; F&A – Renisha Gibbs; Research – Kerry Peluso; Student Affairs – Amy Hecht
- Hiring of person (internal or external) in the **2<sup>nd</sup> quartile** of the job code range:
  - Requires salary analysis conducted by Human Resources (attach analysis to form).
  - Requires approval of a division's higher level manager (above original hiring manager as determined by division)  
 Acad Affairs – Paul Harlacher; Advancement – Tom Jennings; Central Admin – David Coburn; F&A – Renisha Gibbs; Research – Kerry Peluso; Student Affairs – Amy Hecht
- Hiring of person (internal or external) in the **3<sup>rd</sup> quartile** of the job code range:
  - Requires salary analysis conducted by Human Resources (attach analysis to form).
  - Requires approval of a division's higher level manager (above original hiring manager as determined by division)  
 Acad Affairs – Paul Harlacher; Advancement – Tom Jennings; Central Admin – David Coburn; F&A – Renisha Gibbs; Research – Kerry Peluso; Student Affairs – Amy Hecht
- Hiring of person (internal or external) in the **4<sup>th</sup> quartile** of the job code range though the maximum:
  - Requires salary analysis conducted by Human Resources (attach analysis to form).  
 All divisions – Requires approval of the division's Vice President or designee.

### APPOINTMENT INFORMATION:

- Emergency or Temporary Appointment (USPS)
- Trainee (USPS only, below minimum)
- Provisional or Visiting Appointment (A&P)
- Change in Assignment
- \*Overlap – Period Amount \$ \_\_\_\_\_
- Other \_\_\_\_\_

### SALARY/APPOINTMENT EXPLANATION:

Print \_\_\_\_\_ Sign \_\_\_\_\_ Date \_\_\_\_\_  
 Division's Higher Level Manager

Print \_\_\_\_\_ Sign \_\_\_\_\_ Date \_\_\_\_\_  
 Vice President or Designee

Print \_\_\_\_\_ Sign \_\_\_\_\_ Date \_\_\_\_\_  
 Renisha Gibbs, Associate Vice President for Human Resources (\*Required for Overlap Approval)