



The following is not intended to be inclusive of all compensation programs available. Other compensation programs might be available because of negotiations through the collective bargaining process.

■ **What Are General Salary Increases?**

A General Salary Increase (GSI) is a negotiated between the Trustees of the CSU and various bargaining units, and represents an increase to the salary ranges within a bargaining unit and is also applied to each employee's base salary within the bargaining unit. This type of increase is generally effective July 1 and is funded by the state. A GSI may also apply to other non-represented groups of employees.

■ **What Are Merit (Performance Based) Salary Increases?**

Collective bargaining agreements might include the granting of performance-based salary increases, which may be referred to by various names. The performance evaluation process is generally conducted on an annual basis for all permanent and temporary employees. (Please refer to appropriate CBA for specific provisions.)

■ **What Are Stipends?**

A stipend is a temporary additional monthly payment assigned to an employee when performing temporary project coordination or lead work functions. A request for a temporary stipend may be submitted to the Compensation and Classification Program by management, along with a memorandum that describes the nature of the request, business rationale and includes specific beginning and ending dates, and any supporting information available. The request will be reviewed for conformance with the appropriate CBA and campus compensation practices.

■ **What Are Bonuses?**

A bonus is a lump sum payment that does not increase the employee's base salary. The Management Personnel Plan and certain collective bargaining agreements include provisions for the granting of bonuses for reasons such as exceptional performance, retention, critical skills, and recruitment. Management may request a bonus for an employee who is eligible by submitting the Compensation and Classification Form along with a memorandum to the Compensation and Classification Unit that includes the type of bonus, rationale, and any supporting information. The Compensation and Classification Unit will review the request for compliance with the appropriate CBA or provisions of the Management Personnel Plan and campus compensation practices. (Please refer to appropriate CBA for specific provisions.)