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- ¾ Increase base pay to the level shown in the market-based study
 - ¾ Use experience and education to determine base pay amount
 - ¾ Provide increase for completing educational credentials while in position
 - ¾ Merit pay; tie pay increase to performance evaluation
 - ¾ Bonuses
 - o For all employees when the university is doing well (enrollment increases)
 - o As a percentage of the money that a division brings

¾ Leave time

- o Paid Holiday break

¾