



Budget Request Form FY2015

Department should complete one form for each individual request

Department: Choral Activities

SAFAB Use Only	
YES	NO

Program, Service, or Operation Requested

Completion of Doctorate and 6 month Performance Salary Adjustment For Assistant Director of Choral Activities.

General Description:

Mr. Eric Posada was hired in August of 2013 to replace Mr. Jess Wade who retired after 25 years as Assistant Director of Choral Activities. We made the hire at the current rate knowing we were below the market value of this position with the knowledge we would use the 6 month increase and completion of his doctorate as an incentive for continued good performance.

Request Type: Full Increase One-Time Partial/Matching

General Questions:

How does this increase impact students, and what motivated this request (needs, strategic planning, etc.)?

This increase is justified by market comparison and by the level of education and experience. We were fortunate to get a “yes” response at this salary. We will not be able to keep this level of a professional at this salary once his doctorate is completed unless this adjustment is made. It is warranted by his performance.

How do other sources of funding (fundraising, sponsorship, reserves, etc.) been considered? Please explain.

This is recurring funding and no source of recurring is available for this purpose that would not endanger the service to students.

Generally, what assessment tools will you use to evaluate this program/service?

Demand on the programs he directs.

Funding Description:

Dollar Amount	
Total Estimated Cost	\$10,400.00
Salary and Benefits	
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	<i>\$0.00</i>
TOTAL UAF INCREASE REQUEST	\$10,400.00

SAFAB Comments/Notes: