



## Budget Request Form FY2016

*Department should complete one form for each individual request*

**Department:** Choral Activities/Music Activities

**Program, Service, or Operation Requested**

Completion of Doctorate (FY15) and 6 month Performance Salary Adjustment (FY14)  
For Assistant Director of Choral Activities.

SAFAB Use Only	
YES	NO

**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 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	
<b>Total Estimated Cost</b>	<b>\$6,400.00</b>
Salary and Benefits	
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	<i>\$0.00</i>
<b>TOTAL UAF INCREASE REQUEST</b>	<b>\$6,400.00</b>

SAFAB Comments/Notes: