



**Title: #IV-16. Performance-Based Salary Increases for Staff at WVU Parkersburg**

**Date: March 26, 2026** (Replaces version dated September 22, 2025)

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**Purpose**

This procedure establishes a framework for performance-based salary increases for eligible staff when such increases are specifically designated by the President and supported by available institutional funding.

**Scope**

This procedure applies to classified and non-classified staff employees, subject to applicable state code, Council regulations, and Board of Governors Policy B-29.

**Authority**

This procedure is issued under the authority of the President and the Executive Vice President of Academic Affairs, consistent with Board of Governors Policy B-29 and applicable state compensation regulations.

Pursuant to Board of Governors Policy B-29, salary increases for non-classified staff may be based on annual performance evaluation outcomes. For classified staff, salary increases may be based on annual performance evaluation outcomes consistent with the rules and directives of the West Virginia Council for Community and Technical College Education and provisions of State Code.

Performance evaluations shall be conducted in accordance with Answer Book IV-14 and shall include assessment of performance relative to assigned job responsibilities and established institutional competencies.

Performance-based salary increases are not automatic and shall occur only when the President designates funds specifically for performance-based compensation and institutional funding is available.

Legislatively authorized or across-the-board salary adjustments are separate from and not governed by this procedure.

**Responsible Administrator: Executive Director Human Resources, 304-424-8212**