



CALIFORNIA STATE UNIVERSITY, LONG BEACH

Subject: Red Circle Rate	
Department: Benefits and Staff Human Resources	Reference No.:
Division: Administration and Finance	Issue Date: January 1992
References: Payment Over the Salary Range Maximum HR-2003-16	Revision Date: August 2003
Web Links: HR 2003-16 Collective Bargaining Agreements	Expiration Date: N/A

A red circle rate is a salary rate above the maximum of the salary range for a class; or sub range for a skill level within a class, which may be granted by the President when an employee moves to a class or skill level with a lower salary range.

An employee whose class is abolished and who moves to a class or skill level with a lower salary range as a result of implementation of a new classification shall be granted a red circle rate.

If a red circle rate is granted, the employee shall retain the salary currently being paid (or a lesser salary rate up to twenty-five percent (25%) above the maximum salary rate of the lower class or skill level) and shall remain at that salary rate until the maximum salary rate of the lower class or skill level equals or exceeds the red circle salary rate or until the authorized time period for maintaining the red circle salary rate expires, whichever occurs first.

During the period of time an employee's salary remains above the maximum salary rate for the class, the employee shall not receive further salary increases, including Performance-based Salary Increases of General Salary Increases, except in cases of promotion while on a red circle rate.

Red circle rates shall not exceed twenty-five percent (25%) above the maximum of the salary range of the class or skill level to which the employee is moving. An employee may retain a red circle rate for up to five (5) years.

Red circle rates shall not be authorized for an employee when:

- An employee, for personal convenience, requests voluntary demotion.
- An employee is demoted for cause other than for medical reasons.

An employee who was compensated at a salary rate above the maximum prior to a permanent separation will not be entitled to a red circle rate upon his/her return to work. Also, the authorization for a red circle rate shall be canceled if the employee refuses a bona fide offer of appointment to a position at the campus in a class or skill level in the same occupational group at a salary level equivalent to the original class or skill level from which the employee was moved.

FORMS: NA