New Hires
While AHEC lists the full salary range a position may earn on employment announcements, new employees are typically hired at or near the range minimum.

In the event that a supervisor desires to hire at a rate above range minimum (within 10%), pre-approval must be received from the unit AVP and the AHEC Chief of Staff. Any request for a salary rate that exceeds 10% above the minimum salary rate must be justified by the supervisor in writing and approved by the Unit Assistant Vice President (AVP), AHEC Chief of Staff, and the in writing and approved by the Unit Assistant Vice President (AVP), AHEC Chief of Staff, and the EVPA. In no case may the monthly salary exceed the range maximum for the class.

Salary Increase on Promotions and Reallocations
Base pay for employees receiving an upward movement may remain the same or increase up to 12.5%. In no case shall the new base rate be lower than the range minimum or higher than the range maximum for the new position. Any request for a salary rate adjustment that exceeds 12.5% must be justified by the supervisor in writing and approved by the unit AVP, AHEC Chief of Staff, and the EVPA. In no case may the monthly salary exceed the range maximum for the class.