

Regulations on Salaries and Allowances for Faculty and Staff

2001.12.25 Passed in the 5th Meeting of the Legal Affairs Committee of the 90th academic year
2001.01.30 Passed in the 2nd University Council of the 90th academic year
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2016.09.09 Passed in the 2nd Meeting of the 18th Board of Directors
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2018.06.07 Passed in the 25th Meeting of the 18th Board of Directors

Article 1 The salaries, allowances, and other benefits of KMU's faculty and staff shall be handled in accordance with the Regulations on Faculty and Staff's Salaries and Allowances (hereinafter referred to as " the Regulations").

Article 2 The salaries, allowances, and other benefits of KMU's faculty and staff shall be dealt with in accordance with the following provisions:

1. Salaries:

- (1) Faculty: base pay (including seniority pay) and academic research allowance.
- (2) Staff: base pay (including seniority pay) and work allowances.
- (3) Technical workers, janitors, and drivers: wages (including seniority pay) and work allowances.
- (4) Security Guards: base pay (including seniority pay) and work allowances.

2. Allowances:

- (1) Year-end bonuses.
- (2) Employee performance bonuses.
- (3) Supervisory allowances.
- (4) Special allowances for top executives.
- (5) Clinical allowances for physicians.
- (6) Allowances for basic science teaching.
- (7) Certificate allowances.
- (8) Special professional allowances.
- (9) Occupational allowances for technical workers, drivers, and security guards.
- (10) Overtime pay (including overnight meal allowance).
- (11) Meal Allowances.

3. Other benefits:

- (1) Supplemental pay, subsidies, or allowances for the President
- (2) The differences in salary grades for newly hired (re-appointed) full-time faculty members on the establishment staff.

Article 3 The special allowances for the top executives and the supplemental pay, subsidies, or allowances for the President of the preceding paragraph shall be reviewed by the Board of Directors.

The regulations and payment criteria for the salaries, allowances, and other benefits of other faculty and staff shall be determined separately.

Article 4 The Regulations shall be implemented after being approved by the University Council and submitted to the Board of Directors for review and approval.

***The English version is for reference only. If there is any inconsistency or ambiguity between the English and Traditional Chinese versions, the Traditional Chinese version shall prevail.**