



Office of Human Resources
TENNESSEE TECH

Performance Compensation

July 2025

For: Samuel Williamson
Football
Assistant Coach III

Tennessee Tech is pleased to announce that performance increases have been approved for FY26. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$117,013 effective July 1, 2025.

Thank you for your continued service and commitment to the growth of TTU.



Office of Human Resources

TENNESSEE TECH

Performance Compensation

July 2024

**For: Sammuel Williamson
Football**

Tennessee Tech is pleased to announce that performance increases have been approved for FY25. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$89,095 effective July 1, 2024.

Thank you for your continued service and commitment to the growth of TTU.



Performance Compensation

July 2022

For: Samuel Williamson
Football

Tennessee Tech is pleased to announce that performance increases have been approved for FY23. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your department, your new annual salary will be \$76,808 effective July 1, 2022.

Thank you for your continued service and commitment to the growth of TTU.



Performance Compensation

July 2021

For: Sammuel Williamson

Tennessee Tech is pleased to announce that performance increases have been approved for FY22. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your supervisor, your new annual salary will be \$73,500 effective July 1, 2021.

Thank you for your continued service and commitment to the growth of TTU.



Department of Athletics
1000 N. Dixie Avenue • Campus Box 5057
Cookeville, TN 38505-0001
931-372-3940 • Fax: 931-372-3114
TTUsports.com

MEMORANDUM

TO: Leslie Crickenberger, Associate Vice President for Human Resources

FROM: Mark Wilson, Director of Athletics *Mark Wilson*

DATE: January 31, 2020

SUBJECT: Special, Critical Salary Adjustment for Three Football Coaches

- Sam Williamson, Assistant Coach 2, will take on associate head coach duties,

His annual salary would increase by \$3,025 from \$66,975 to \$70,000.

Butler, Elizabeth

From: Butler, Elizabeth
Sent: Thursday, February 13, 2020 1:10 PM
To: Williamson, Sammuel
Subject: Salary Adjustment

Importance: High

Coach Williamson:

Effective February 1, 2020, the annual salary for your position of Assistant Coach 2, Football, will be changed to \$70,000 as a result of a special critical adjustment.

If you have any questions, please contact me.

Have a wonderful day!



Office of Human Resources
TENNESSEE TECH

Performance Compensation

January 2020

For: **Sammuel Williamson**
Dept: **Football**

Tennessee Tech is pleased to announce that performance increases have been approved for FY20. The purpose of our Performance Evaluation Program is to recognize and reward outstanding performance.

Upon recommendation of your supervisor, your new annual salary will be \$66,975 effective January 1, 2020.

Thank you for your continued service and commitment to the growth of TTU.



Office of Human Resources
TENNESSEE TECH

Notice of Salary Increase

July 2018

For: Samuel Williamson

Dear Samuel:

I am pleased to announce that salary increases have been approved for FY19.

The salary increase reflects an annual performance based increase of \$1,300.

Effective July 1, 2018, your new annual salary will be \$66,310.

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,

Philip B. Oldham

President

Howard, Sherry

From: Howard, Sherry
Sent: Friday, February 09, 2018 11:11 AM
To: Williamson, Sammuel
Cc: Mcmillan, Tammie
Subject: Annual Salary Correction

Coach Williamson:

There has been a salary correction to your annual salary. Your annual salary will be \$65,010 and will be retroactive to January 2, 2018.

Please contact me if you have any questions.



Office of Human Resources
TENNESSEE TECH

Notice of Salary Increase

For: Sammuel Williamson

Dear Sammuel,

I am pleased to announce that salary increases have been approved for FY18.

The salary increase reflects the following components:

- Cost of Living Adjustment – \$615 effective July 1, 2017
- Merit – \$900 effective August 1, 2017

Following the above increases, your new annual salary will be \$63,016.

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,

Philip B. Oldham

President



Office of Human Resources
TENNESSEE TECH

Notice of Salary Increase

October 7, 2016

For: Samuel Williamson

Dear Samuel,

I am pleased to announce that salary increases have been approved for FY17. Your new annual salary of \$61,501 will be effective on October 1, 2016.

The salary increase reflects the following components:

- Cost of Living Adjustment – \$606
- Merit – \$300

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,

Philip B. Oldham

President

Notice of Salary Increase

October 9, 2015

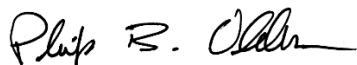
For: Sammuel Williamson

Dear Sammuel,

I am pleased to announce that salary increases have been approved for FY16. Your new annual salary of \$60,595 will be retroactive to July 1, 2015, and the adjustment will be included in your October paycheck.

Thank you for your continued service and commitment to the growth of TTU.

I wish you the best,



Philip B. Oldham

President

Notice of Salary Increase

September 16, 2013

For: Williamson, Sammuel T

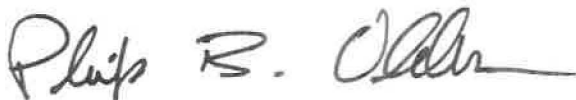
I am pleased to provide you with this salary update and thank you for the continuous contributions you are making to Tennessee Tech. A new annual salary of \$52,780 has been approved for you effective July 1, 2013.

Position Title: Assistant Coach 2

Your salary reflects a 1.5% Cost of Living Allowance or \$250, whichever is greater. Part-time employees are pro-rated.

You will be notified at a later date if any additional wage increases (beyond the cost of living increase noted above) will be available to you. Any additional pay adjustments are contingent upon availability of funds and the approval of our compensation plan increases by the Tennessee Board of Regents at the September meeting.

I wish you the very best in 2013-2014.

A handwritten signature in black ink, appearing to read "Phil Oldham", with a stylized flourish at the end.

Phil Oldham
President



Human Resources

Box 5132 • Cookeville, TN 38505-0001 • (931) 372-3034 • Fax (931) 372-3784
www.tntech.edu/hr

MEMORANDUM

TO: Samuel Williamson

FROM: Evelyn Chambers 

DATE: August 2, 2013

SUBJECT: Salary Increase

Your new salary of \$59,500 was effective August 1, 2013 and will be reflected in your August pay.

Notice of Salary Increase

August 28, 2012

For: Williamson, Sammuel T

I am pleased to provide you with this salary update and thank you for the continuous contributions you are making to Tennessee Tech. A new annual salary of **\$43,800** has been approved for you effective July 1, 2012.

Position Title: Assistant Coach 1

Your salary reflects a 2.5% Cost of Living Allowance or \$750, whichever is greater. Part-time employees are pro-rated.

You will be notified at a later date if any additional wage increases (beyond the cost of living increase noted above) will be available to you. Any additional pay increases are contingent upon availability of funds and the approval of our compensation plan by the Tennessee Board of Regents at the September meeting.

I wish you the very best in 2012-2013.

Phil Oldham
President



Department of Athletics
Box 5057 • 1100 McGee Blvd.
Cookeville, TN 38505-0001
931-372-3940 • Fax: 931-372-3114
TTUsports.com

MEMORANDUM

TO: President Philip Oldham

FROM: Mark Wilson, Director of Athletics *Mark Wilson*

DATE: August 13, 2012

SUBJECT: Salary Compensation for Additional Duties and Responsibilities for Assistant Football Coaches

Please accept this memorandum as a request for salary increases for assistant football coaches effective September 1, 2012, based on the assignment of additional duties and responsibilities.

Assistant Coach Sam Williamson

His title would change from Assistant Coach 1 to Assistant Coach 2. We seek approval to change his salary from \$43,800 to \$52,000 to compensate for this additional major responsibility.

5:55
OFFICE
BUSINESS
REC'D



Human Resources

Box 5132 • Cookeville, TN 38505-0001 • (931) 372-3034 • Fax (931) 372-3784
www.tntech.edu/hr

MEMORANDUM

TO: Sammuel Williamson

FROM: Evelyn Chambers *EC*

DATE: September 5, 2012

SUBJECT: Salary Increase

Your new salary of \$52,000 was effective September 1, 2012 and will be reflected in your September pay.

Notice of Salary Increase

August 17, 2011

For: Williamson, Sammuel T

This is to advise you that an annual salary of **\$42,730** has been approved for you effective July 1, 2011.

Position Title: Assistant Coach 1

Your salary reflects a 3% Cost of Living Allowance or \$750, whichever is greater. Part-time employees are pro-rated.

You will be notified at a later date if any additional wage increases (beyond the cost of living increase noted above) will be available to you. Any additional pay increases are contingent upon availability of funds and the approval of our compensation plan by the Tennessee Board of Regents at the September meeting.

Thank you for all your efforts.

Robert R. Bell



Department of Athletics
Box 5057 • 1100 McGee Blvd.
Cookeville, TN 38505-0001
931-372-3940 • Fax: 931-372-3114
TTUsports.com

I support this
3/25/09
MEMORANDUM

TO: Dr. Robert Bell, President

FROM: Mark Wilson, Director of Athletics *Mark Wilson*

DATE: March 25, 2009

SUBJECT: Salary Compensation for Additional Responsibilities and Duties

Dr. Robert Bell, President

Page 2

March 25, 2009

Sam Williamson joined our staff as defensive line coach with one year of experience as a volunteer coach. Coach Williamson will be given additional duties

We seek approval to change his pay from \$26,010 to \$34,490 to compensate for his additional responsibilities.



Tennessee Tech
UNIVERSITY

Office of the President

Box 5007 • Cookeville, TN 38505-0001 • (931) 372-3241 • Fax (931) 372-6332

MEMORANDUM

TO: Samuel Williamson

FROM: Evelyn Chambers *EC*

DATE: April 22, 2009

SUBJECT: Salary Increase

Your new salary of \$34,490 is effective May 1, 2009 and will be reflected in your May pay.

xc: Tammie McMillan

TENNESSEE BOARD OF REGENTS
OF
THE STATE UNIVERSITY AND COMMUNITY COLLEGE SYSTEM OF TENNESSEE

TENNESSEE TECHNOLOGICAL UNIVERSITY
NOTICE OF APPOINTMENT
AND AGREEMENT OF EMPLOYMENT

TO: Mr. Samuel T. Williamson

RECEIVED
HUMAN RESOURCE SVCS
JAN 11 2007
TENNECH UNIV

This is to confirm your appointment to a position approved by the Tennessee Board of Regents as Assistant Coach 1 in Intercollegiate Athletics (Football) at a salary of \$25,000.00 per year subject to the terms and conditions hereinafter set forth and your acceptance thereof:

1. In consideration of the above stated salary, you agree to perform such duties at such times and places and in such manner as this institution through its representatives may from time to time direct. You further agree to faithfully perform the duties assigned to you to the best of your ability, and to devote your full time to this institution subject to the general supervision and pursuant to the orders, advice, and direction of appropriate representatives of this institution.
2. The above stated salary is payable at the above rate in accordance with institutional policies.
3. This appointment is made subject to the laws of the State of Tennessee, the policies and requirements of the Tennessee Board of Regents, and the policies and requirements of the institution.
4. A probationary period of six (6) months of observable performance is required of all newly appointed employees. During this period, this agreement may be terminated without prior notice. Following the six-month probationary period this agreement may be terminated upon fourteen days notice for clerical/support and thirty days notice for all other personnel. The institution reserves the right to impose a probationary period any time during the term of your employment, during which time advance notice of termination would not be applicable.
5. By acceptance of this appointment, I agree to abide by the terms of the Drug-Free Workplace Act of 1988 as defined in published institutions statements and policy. I also agree to notify the Director, Human Resource Services Office of any criminal drug conviction for a violation occurring in the workplace no later than five days after such conviction.
6. The following special conditions shall govern this appointment:

Employment is conditioned upon an acceptable background check. It is a Class A misdemeanor to misrepresent academic credentials. T.C.A. Sec. 49-7-133.

Effective Date: January 11, 2007. This is a regular, full-time position. Employee may be suspended for a period of time without pay or employment may be terminated if the coach is found to be involved in deliberate and serious violations of NCAA rules and regulations. **Employee must participate in direct deposit.**

A coach who is found in violation of NCAA regulations shall be subject to disciplinary or corrective action as set forth in the provisions of the NCAA procedures.

The coach is required to receive annually prior written approval from the chief executive officer for all athletically related income and benefits from sources outside the institution. Sources of such income shall include, but are not limited to, the following:

- a) Income from annuities;
- b) Sports camps;
- c) Housing benefits (including preferential housing arrangements);
- d) Country club memberships;
- e) Complimentary ticket sales;
- f) Television and radio programs, and
Endorsement or consultation contracts with athletics shoe, apparel or equipment manufacturers.

7. Pursuant to the policies of the Tennessee Board of Regents and Tennessee Technological University, I agree to promptly disclose to Tennessee Technological University all Intellectual Property (including inventions, copyrightable works, computer software, technical know-how and trademarks) conceived, invented, authored, or reduced to practice ("developed") by me, either solely or jointly with others, during the term of my employment with Tennessee Technological University. I acknowledge and agree that all Intellectual Property developed by me in the scope of my employment with Tennessee Technological University is to be considered a work for hire, and shall be the sole and exclusive property of Tennessee Technological University. I further agree to assign all rights in Intellectual Property developed by me to Tennessee Technological University as required under the policies of Tennessee Board of Regents and Tennessee Technological University and to execute and deliver all necessary documents and otherwise provide proper assistance to enable Tennessee Technological University to obtain, maintain and enforce its rights in the Intellectual Property.

Please signify your acceptance of this appointment under the terms and conditions set forth by signing two (2) copies of this notice and returning one to the Human Resource Services Office, P. O. Box 5132, Cookeville, TN 38505 within ten days after the date of this notice.

January 10, 2007
Date

Robert R. Bell
Robert R. Bell, President

I accept this appointment described above under the terms and conditions set forth.

1-11-07
Date

Sam Willie
Appointee

An Equal Opportunity/Affirmative Action Employer