Affordable
Internally Equitable
Externally Competitive
Just and Livable

FAIR COMPENSATION
Fair Compensation

• Attract, reward and retain high-performing mission-focused employees;
• Ties to the University’s strategic planning process; and
• It’s simply the right thing to do!
Comprehensive Process

- Spring 2014 – Phase I
  - Engaged Casagrande Consulting
  - Data gathering; material review

- Summer 2014 – Phase II
  - Diagnostic review of staff compensation structure; market pricing and Compa-Ratio calculations

- Fall 2014 – Phase III
  - Shared observations and recommendations presented to President Harrison and the University Officers

- Spring 2015 - Implementation
Phase I

UNDERSTANDING

- Review of current pay structure
- Review of current salary administration guidelines, policies and procedures
- Review of sample job descriptions
- Interviews
Phase II

ANALYSIS

- Review of market pricing for sample positions
- Calculate proposed pay structure
- Calculate Compa-Ratios
- Initial costing projections
Phase III

REPORTING

- Shared observations of findings
- Prepared recommendations for implementation
Implementation Summary

• Updated staff pay structure
• The gap to market will cost almost $1,500,000
• Initial adjustments to most significantly affected staff based on established guidelines and criteria
• First changes to be made effective Spring 2015
• Regular review of staff pay structure moving forward
• Develop a multi-year plan to make investments over the next five years, subject to resource availability
Draft Revised Staff Pay Structure

<table>
<thead>
<tr>
<th>Salary Grade</th>
<th>Minimum Salary (if annualized)</th>
<th>Midpoint Salary (if annualized)</th>
<th>Maximum Salary (if annualized)</th>
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<tbody>
<tr>
<td>A</td>
<td>$109,117</td>
<td>$136,396</td>
<td>$163,675</td>
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<tr>
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<table>
<thead>
<tr>
<th>Hourly Rate Range for Non-exempt Positions</th>
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<tbody>
<tr>
<td>Salary Grade</td>
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University Commitment

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