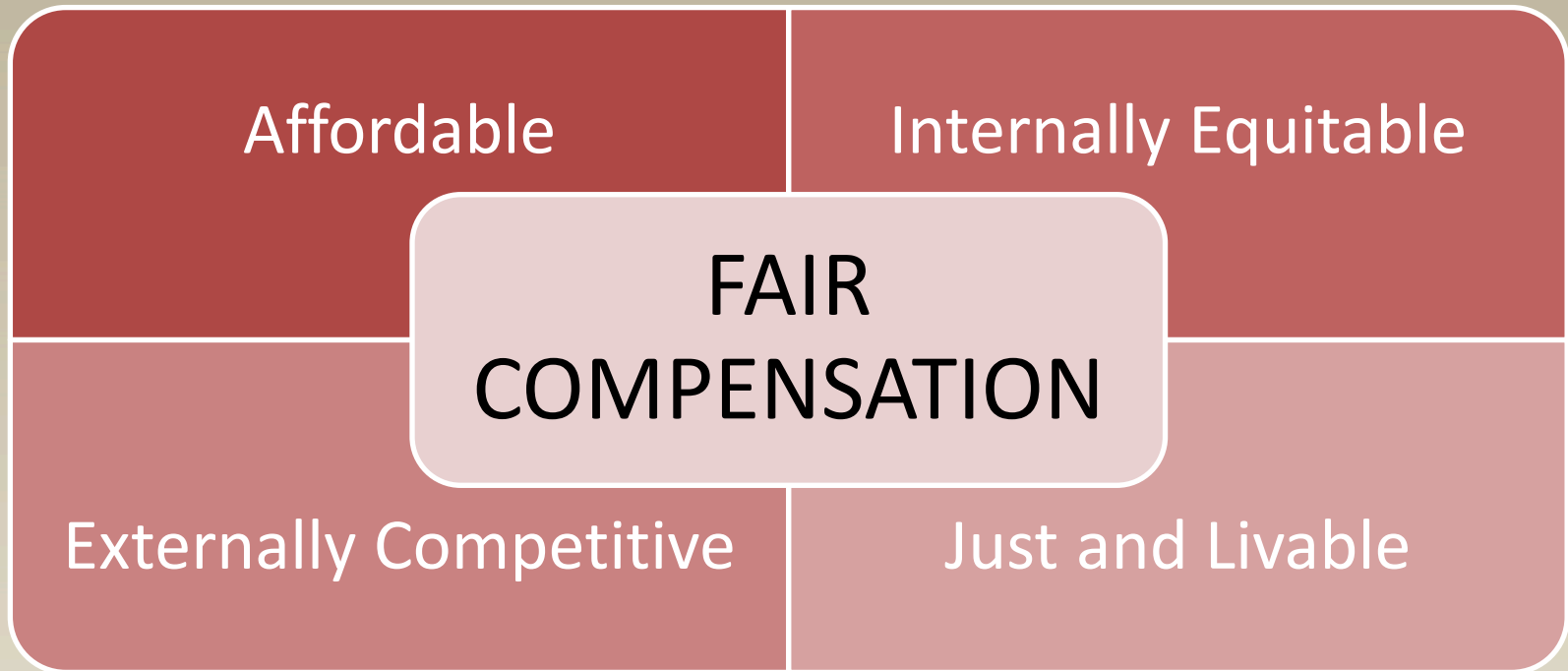


Staff Salary Market Survey Town Hall

February 2015



UNIVERSITY OF HARTFORD

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

DRAFT			
Salary Ranges for Exempt Positions			
Salary Grade	Minimum Salary (if annualized)	Midpoint Salary (if annualized)	Maximum Salary (if annualized)
A	\$109,117	\$136,396	\$163,675
B	\$91,711	\$114,639	\$137,567
C	\$77,181	\$96,476	\$115,771
D	\$65,045	\$81,306	\$97,567
E	\$54,985	\$68,731	\$82,478
F	\$46,682	\$58,352	\$70,023
G	\$39,815	\$49,769	\$59,723
H	\$34,067	\$42,584	\$51,100
Hourly Rate Ranges for Non-exempt Positions			
Salary Grade	Hourly Rate Minimum	Hourly Rate Midpoint	Hourly Rate Maximum
E	\$26.44	\$33.04	\$39.65
F	\$22.44	\$28.05	\$33.66
G	\$19.14	\$23.93	\$28.71
H	\$16.38	\$20.47	\$24.57
I	\$14.08	\$17.59	\$21.11
J	\$12.23	\$15.29	\$18.35

Placement in Salary Range

MINIMUM

MIDPOINT

MAXIMUM

Little Experience

Growing Ability

Fully Qualified

Top Performers

Promotion Ready

UNIVERSITY OF HARTFORD

University Commitment

