

# Compensation Review & Update for BPC

## September 28, 2006

(University Human Resources)

### 1. Compensation Philosophy and Managers Guidelines for Compensation Management:

- a. Philosophy: To pay employees at or above established market
- b. Managers Guidelines: Pulled from 7+ official compensation policies in university policy and procedure manual.

### 2. Market established via salary surveys:

- a. CUPA-HR (College & University Professional Association for Human Resources)
  - i. Main market database for administrative and executive positions
  - ii. "Provost Peer Group"
    - 1. Akron, Bowling Green, Cincinnati, Cleveland State, Kent State, Miami University, Toledo, Wright State
  - iii. "President Peer Group"
    - 1. Auburn, Clemson, Indiana, Connecticut, Delaware, Missouri, New Hampshire, North Carolina, Tennessee, Washington State
- b. Watson Wyatt Worldwide Consulting\*
- c. Mercer Consulting\*
- d. CompData Consulting\*

\*Main market database for Classified and IT positions. Can obtain regional (Midwest; Ohio; Columbus; etc.) or national data.

### 3. Pay Structures

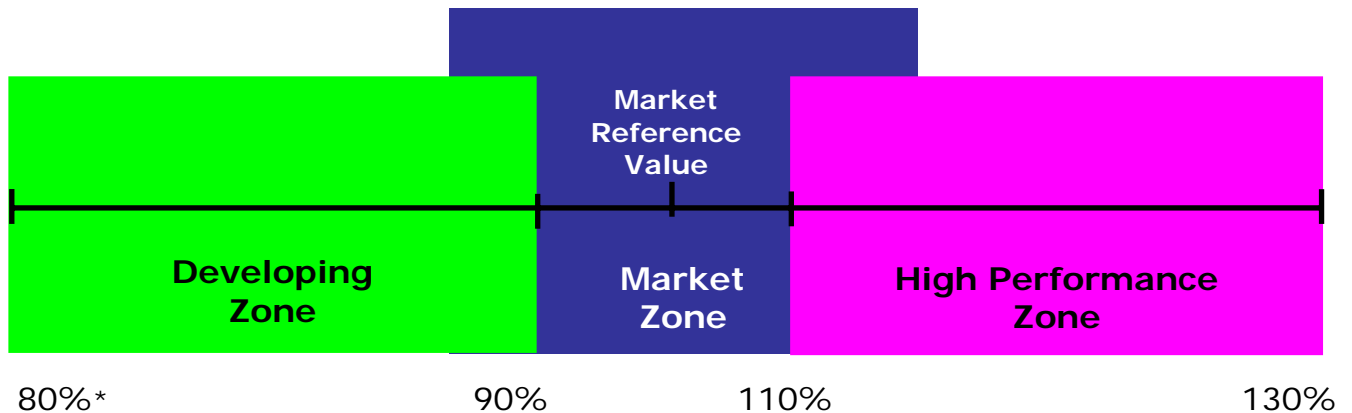
- a. Classified & IT Pay Structure
  - i. Classified employees in grades A-E
  - ii. IT employees F-L, including administrative IT employees
  - iii. April 2006 Classified pay structure report
- b. Administrative Pay Structure
  - i. April 2006 Administrative pay structure report
    - 1. Executives, coaches, and administrative IT not included

### 4. Current Projects – Issues – Wish List

- a. Audit and potential reorganization of Administrative Pay Plan
  - i. Review job descriptions, pay structures, equity, benchmarks, etc.
- b. IT salary equity and potential carve out pay structure
- c. Classified Staff merit pay vs. across-the-board
- d. Performance Management: improve culture on campus
- e. Compensation Management Software: improve strategic reporting, move to "e" position description tracking/filing, etc.



Grade	<b>MARKET RANGE</b>				
	<b>DEVELOPING RANGE</b>		<i>Market Reference</i>	<b>PERFORMANCE RANGE</b>	
L	\$87,896 42.26	\$98,883 47.54	\$109,869 52.82	\$120,856 58.10	\$142,830 68.67
K	\$76,736 36.89	\$86,329 41.50	\$95,921 46.12	\$105,513 50.73	\$124,697 59.95
J	\$67,008 32.22	\$75,384 36.24	\$83,759 40.27	\$92,135 44.30	\$108,887 52.35
I	\$58,515 28.13	\$65,829 31.65	\$73,143 35.17	\$80,458 38.68	\$95,086 45.71
H	\$51,099 24.57	\$57,486 27.64	\$63,873 30.71	\$70,261 33.78	\$83,036 39.92
G	\$44,601 21.44	\$50,176 24.12	\$55,751 26.80	\$61,326 29.48	\$72,477 34.84
F	\$38,969 18.73	\$43,840 21.08	\$48,711 23.42	\$53,582 25.76	\$63,324 30.44
E	\$34,007 16.35	\$38,258 18.39	\$42,509 20.44	\$46,760 22.48	\$55,261 26.57
D	\$29,716 14.29	\$33,431 16.07	\$37,146 17.86	\$40,860 19.64	\$48,289 23.22
C	\$25,938 12.47	\$29,180 14.03	\$32,422 15.59	\$35,665 17.15	\$42,149 20.26
B	\$24,070 11.57	\$25,485 12.25	\$28,317 13.61	\$31,149 14.98	\$36,812 17.70
A	\$21,030 10.11	\$22,267 10.71	\$24,742 11.89	\$27,216 13.08	\$32,164 15.46



\*% of Market Reference Value



**OHIO**  
UNIVERSITY

*2006-2007 Administrative & Professional Pay Structure*  
Effective 7/1/06

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<b>Grade</b>	<b>Minimum</b>	<b>25<sup>th</sup> Percentile</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>81</b>	\$23,660	\$25,890	\$29,267	\$36,022
<b>82</b>	\$25,756	\$29,707	\$33,658	\$41,560
<b>83</b>	\$29,465	\$34,087	\$38,707	\$47,949
<b>84</b>	\$33,711	\$39,113	\$44,514	\$55,317
<b>85</b>	\$38,570	\$44,883	\$51,197	\$63,823
<b>86</b>	\$44,128	\$51,499	\$58,871	\$73,612
<b>87</b>	\$50,488	\$59,094	\$67,699	\$84,910
<b>88</b>	\$57,764	\$67,809	\$77,853	\$97,942
<b>89</b>	\$66,096	\$77,815	\$89,532	\$112,969
<b>90</b>	\$75,633	\$89,299	\$102,963	\$130,292
<b>91</b>	\$86,526	\$102,451	\$118,376	\$150,226
<b>92</b>	\$98,985	\$117,542	\$136,100	\$173,211

## Classified Pay Plan

### Pay Grade Midpoint/Market compared to Employee Average Salary 3-Apr-06

<u>Pay Grade</u>	<u>FY 2006 Pay Grade Midpoint/Market</u>	<u>Average Salary of Employees in Grade</u>	<u>Ratio of Average Salary to Midpoint</u>	<u>OU Avg. Tenure</u>	<u># of Employees In Pay Grade*</u>
A	\$24,021	\$25,655	107%	8	51
B	\$27,492	\$27,492	100%	12	204
C	\$31,478	\$31,478	100%	14	229
D	\$36,064	\$36,672	102%	16	130
E	\$41,271	\$41,386	100%	14	<u>34</u>
					648

\* I.T. positions (63) are excluded from the above

## Administrative Pay Plan

### Pay Grade Midpoint/Market compared to Employee Average Salary 3-Apr-06

<u>Pay Grade</u>	<u>FY 2006 Pay Grade Midpoint/Market</u>	<u>Average Salary of Employees in Grade</u>	<u>Ratio of Average Salary to Midpoint</u>	<u>OU Avg. Tenure</u>	<u># of Employees In Pay Grade</u>
81	\$28,415	\$26,240	92%	3	5
82	\$32,678	\$31,131	95%	8	49
83	\$37,580	\$36,027	96%	8	177
84	\$43,217	\$41,502	96%	8	287
85	\$49,706	\$50,578	102%	11	199
86	\$57,156	\$59,576	104%	13	116
87	\$65,727	\$69,032	105%	11	60
88	\$75,585	\$82,008	108%	13	29
89	\$86,925	\$86,966	100%	15	23
90	\$99,964	\$118,557	119%	13	21
91	\$114,929	\$121,758	106%	22	4
92	\$132,135	na	na	na	<u>na</u> 970

\* Executives, Administrative I.T., and Coaches are excluded from the above