

# **Administration Committee**

# **COMPENSATION ANALYSIS**

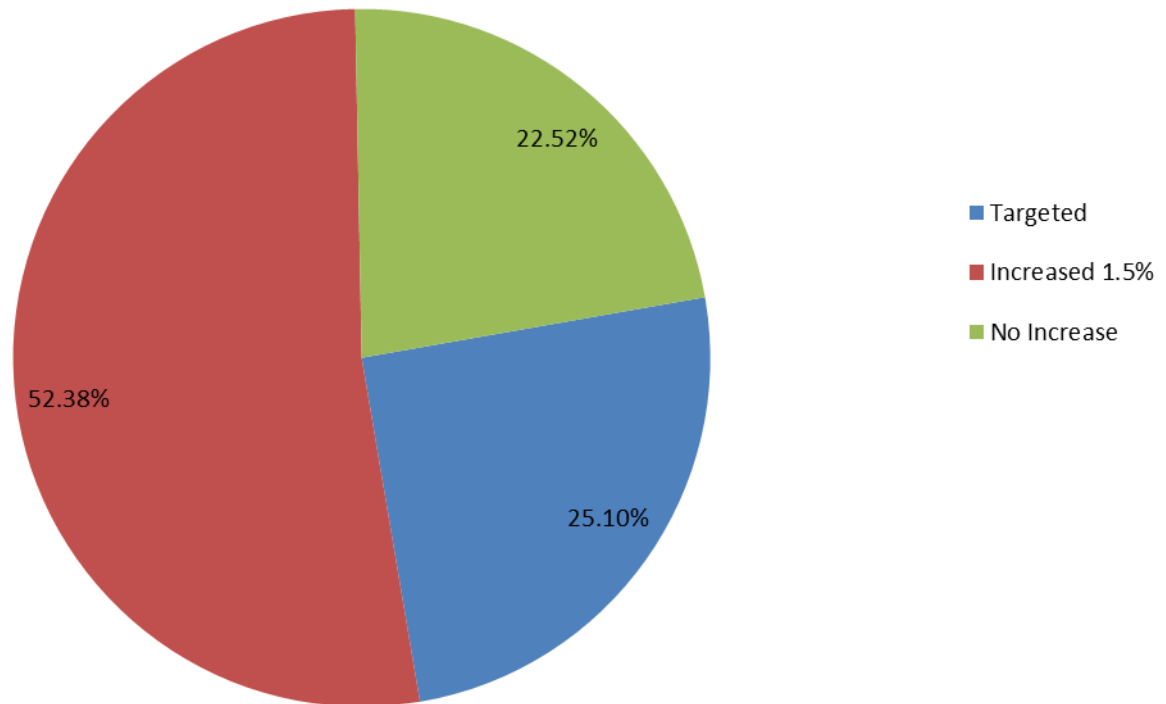
**FY 2012 SALARY & WAGE INCREASES**

# GUIDELINES

- ❑ Increase the College's entry level wage to \$10 per hour and bring all current employees to that level
- ❑ Bring any employees below the minimum of their pay range into the range
- ❑ Provide a 1.5% increase to all Faculty, Professional, Operational and Wage employees and a 1.5% salary equity adjustment to Classified staff with the following exceptions:
  - Employees who were hired after June 25, 2010
  - Employees who received a pay increase due to a promotion, count-offer, reclassification or in-band adjustment after June 25, 2010
  - Employees who received an unsatisfactory in their most recent performance evaluation
- ❑ Provide a pool equaling 1.5% of salaries and wages to all Deans and Vice Presidents for use in addressing the most pressing salary issues in their units such as compression, marketability, internal equity and performance

# PROFESSIONAL AND OTHER STAFF SALARY INCREASES

Distribution by Percent of Employees



**Number of Professional & Other Staff:**

**Targeted for an increase – 427**

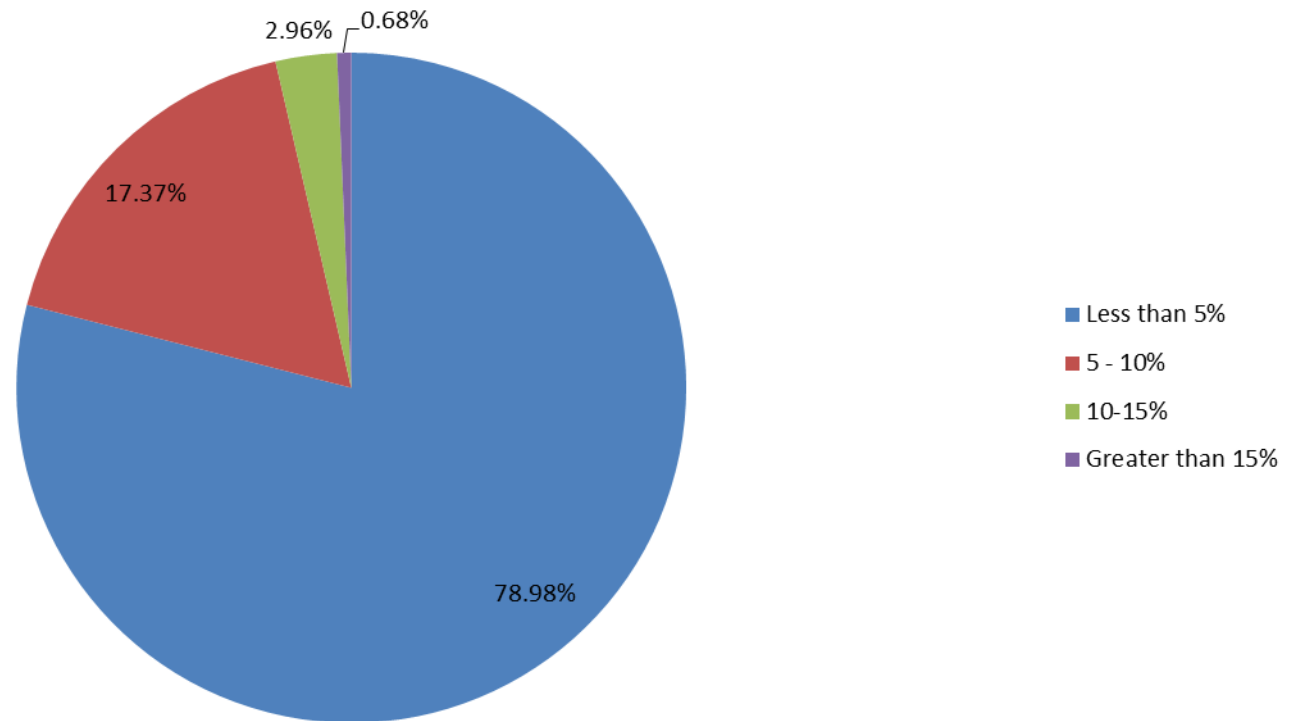
**Increased 1.5% – 891**

**No Increase – 383**

**Total - 1701**



# INCREASE PERCENT – PROFESSIONAL & OTHER STAFF



## **Increase Percentage:**

**Less than 5% - 1041**

**5 – 10% - 229**

**10 – 15% - 39**

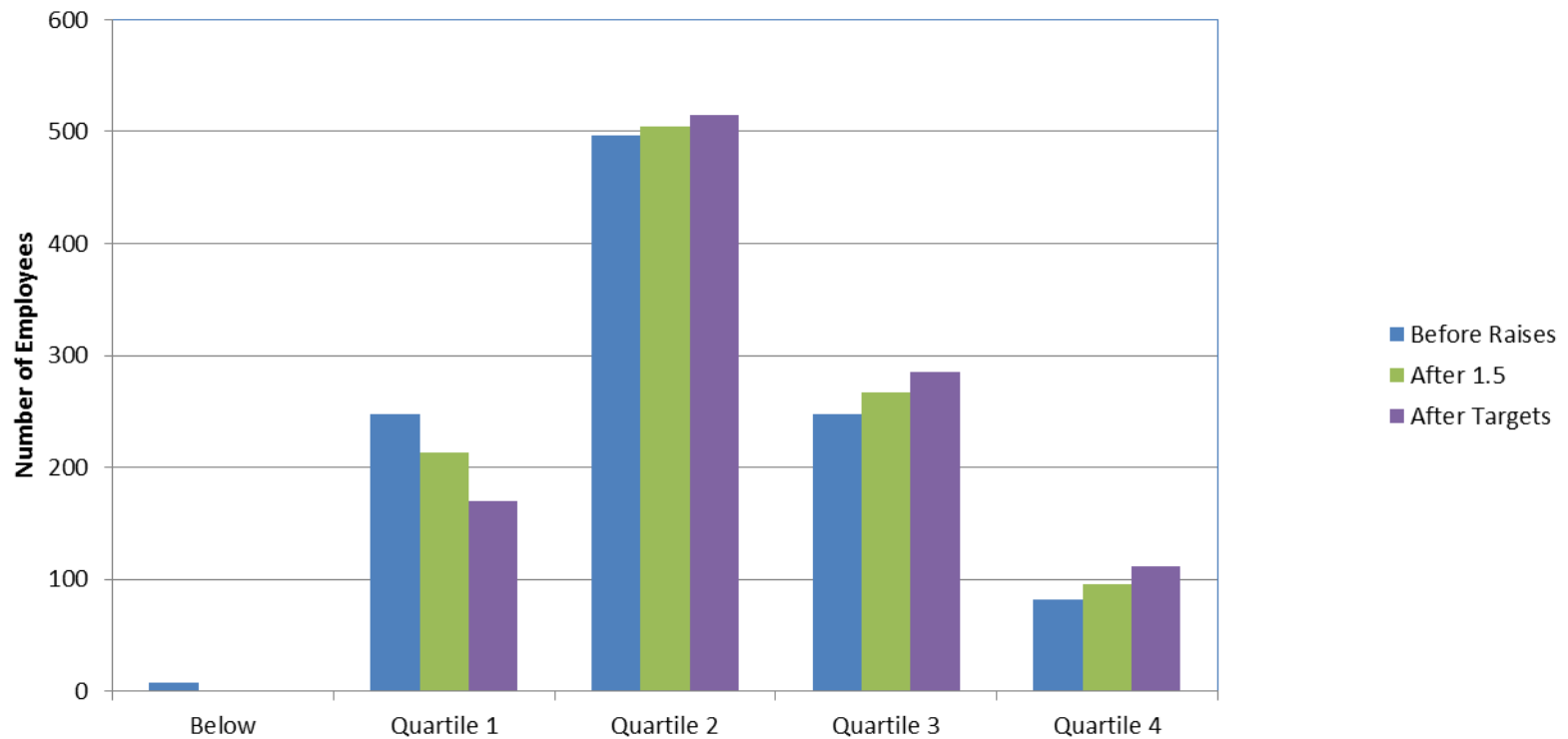
**Greater than 15% - 9**

**Total - 1318**

# SUMMARY FACTS

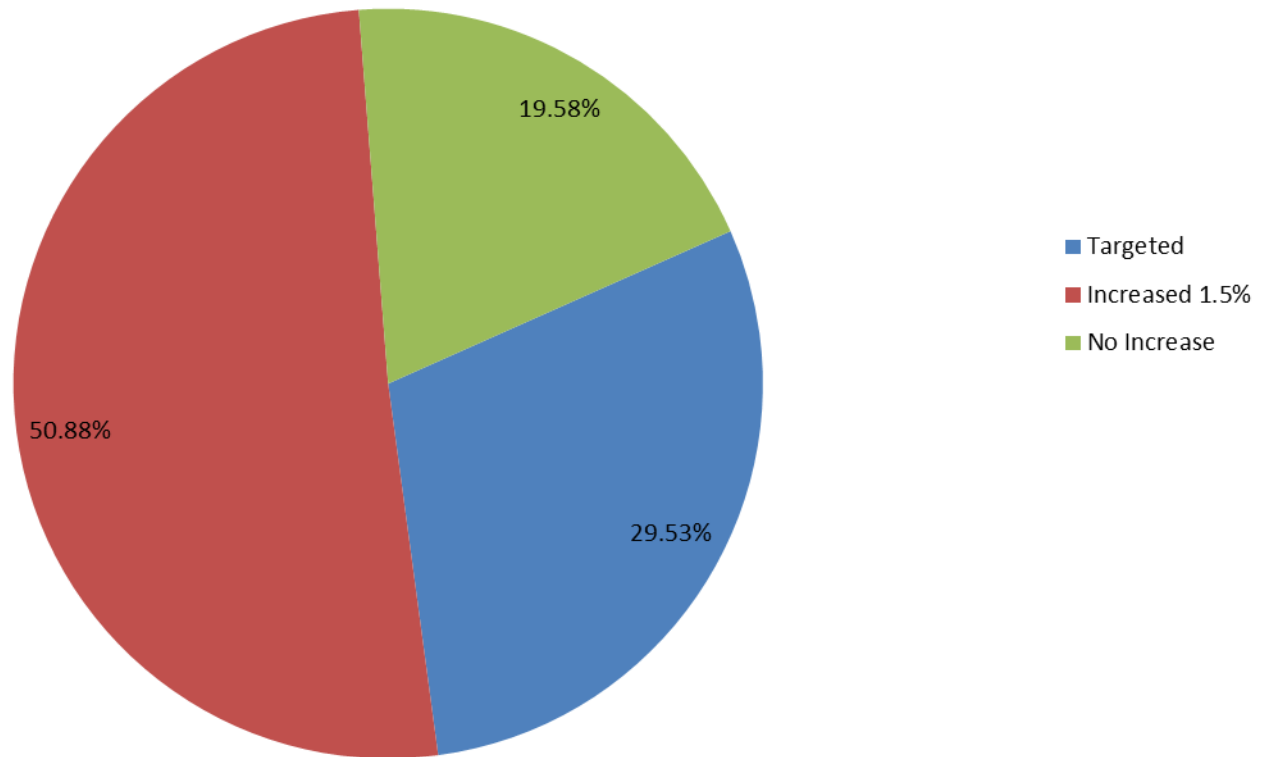
- ❑ Total number of employees – 2324
- ❑ Employees increased to \$10 entry level wage – 71
- ❑ Employees increased to minimum of pay range – 14
- ❑ Employees moved from Quartile 1 to Quartile 2 – 102
- ❑ Employees moved from Quartile 2 to Quartile 3 (midpoint or higher) – 67
- ❑ Employees moved from Quartile 3 to 4 – 29
- ❑ Employees ineligible for the 1.5% - 585
- ❑ Employees in Quartile 1 decreased by 31%
- ❑ Employees at or above the midpoint increased by 35%
- ❑ Employees above maximum of pay range (received bonus in lieu of base increase) – 12

# QUARTILE DISTRIBUTION



# INSTRUCTIONAL FACULTY SALARY INCREASES

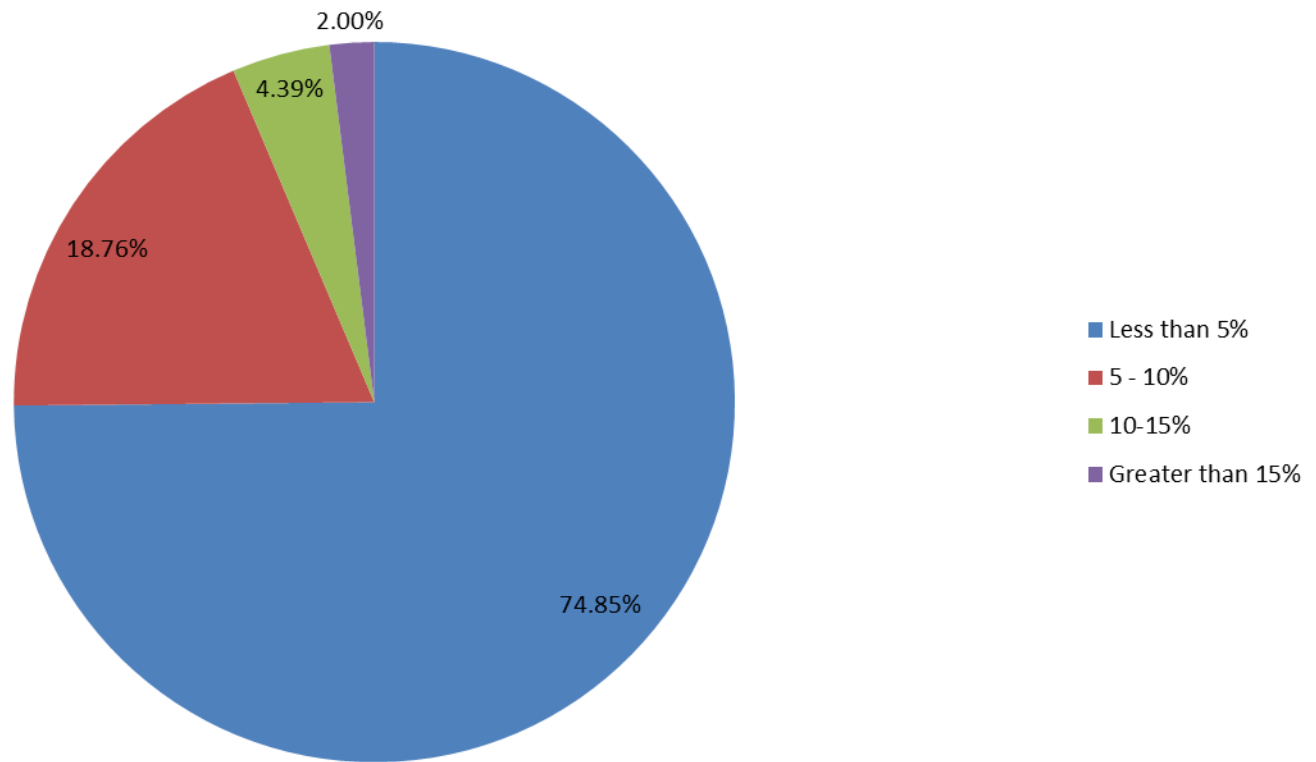
Distribution by Percent of Employees



**Number of Instructional Faculty:**  
**Targeted for an increase – 184**  
**Increased 1.5% – 317**  
**No Increase – 122**  
**Total - 623**



# INCREASE PERCENT – INSTRUCTIONAL FACULTY



## **Increase Percentage:**

**Less than 5% - 375**

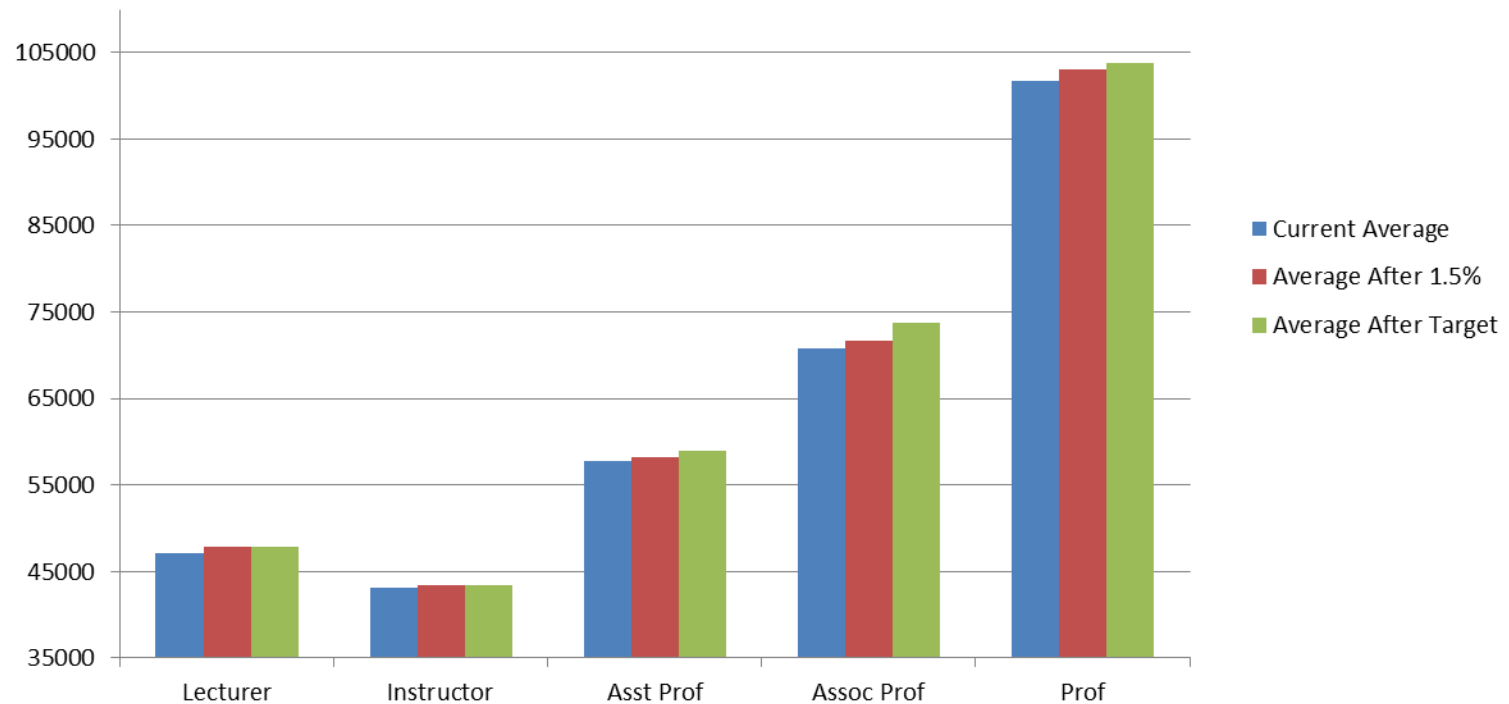
**5 – 10% - 94**

**10 – 15% - 22**

**Greater than 15% - 10**

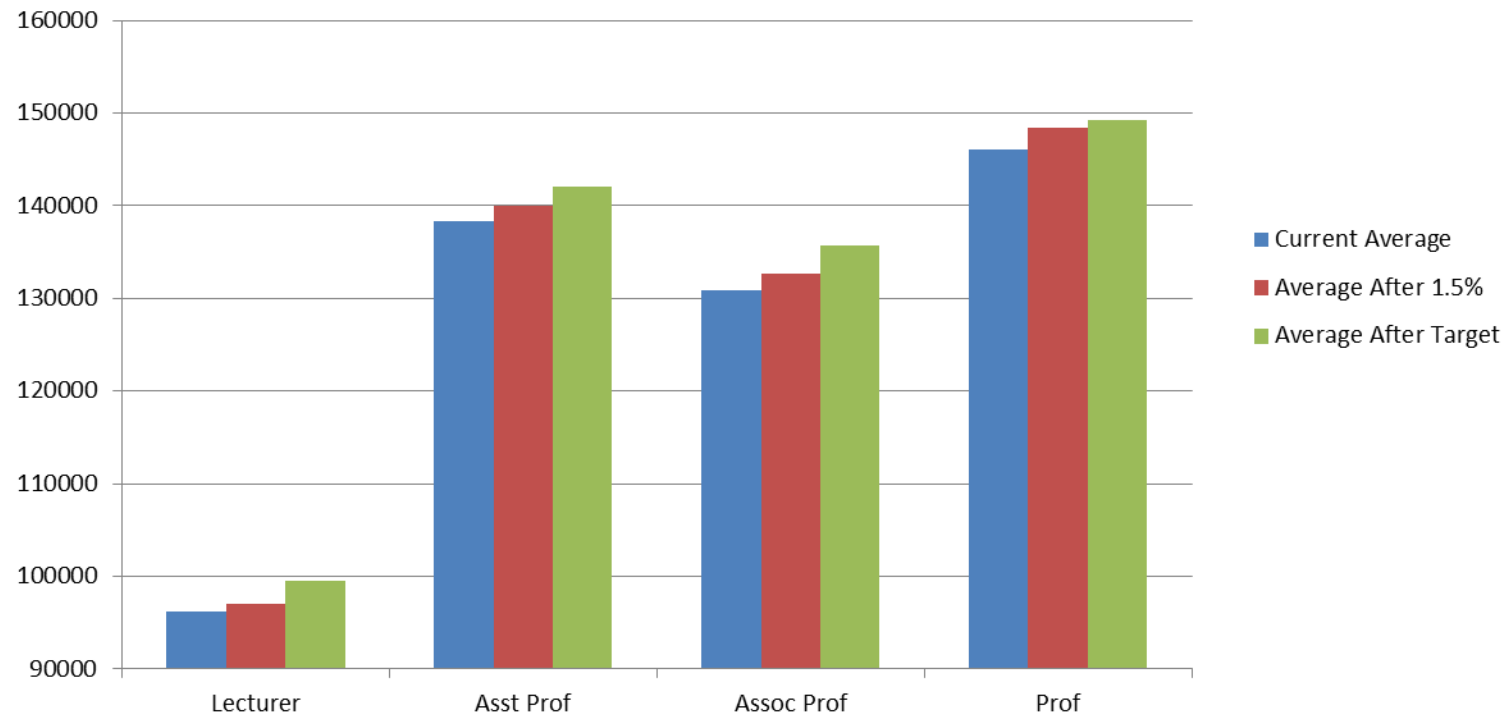
**Total - 501**

# ARTS & SCIENCES AVERAGE SALARIES BY RANK

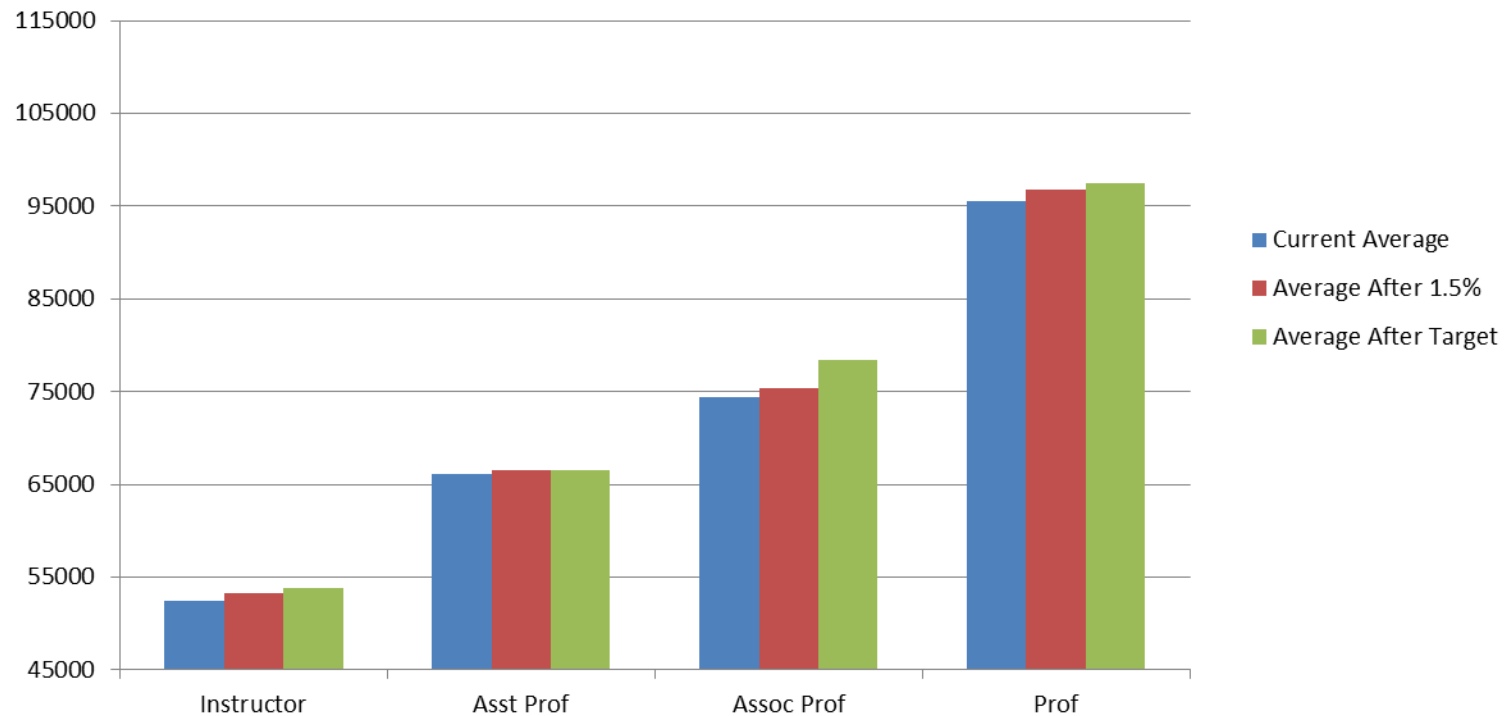


# SCHOOL OF BUSINESS

## AVERAGE SALARIES BY RANK

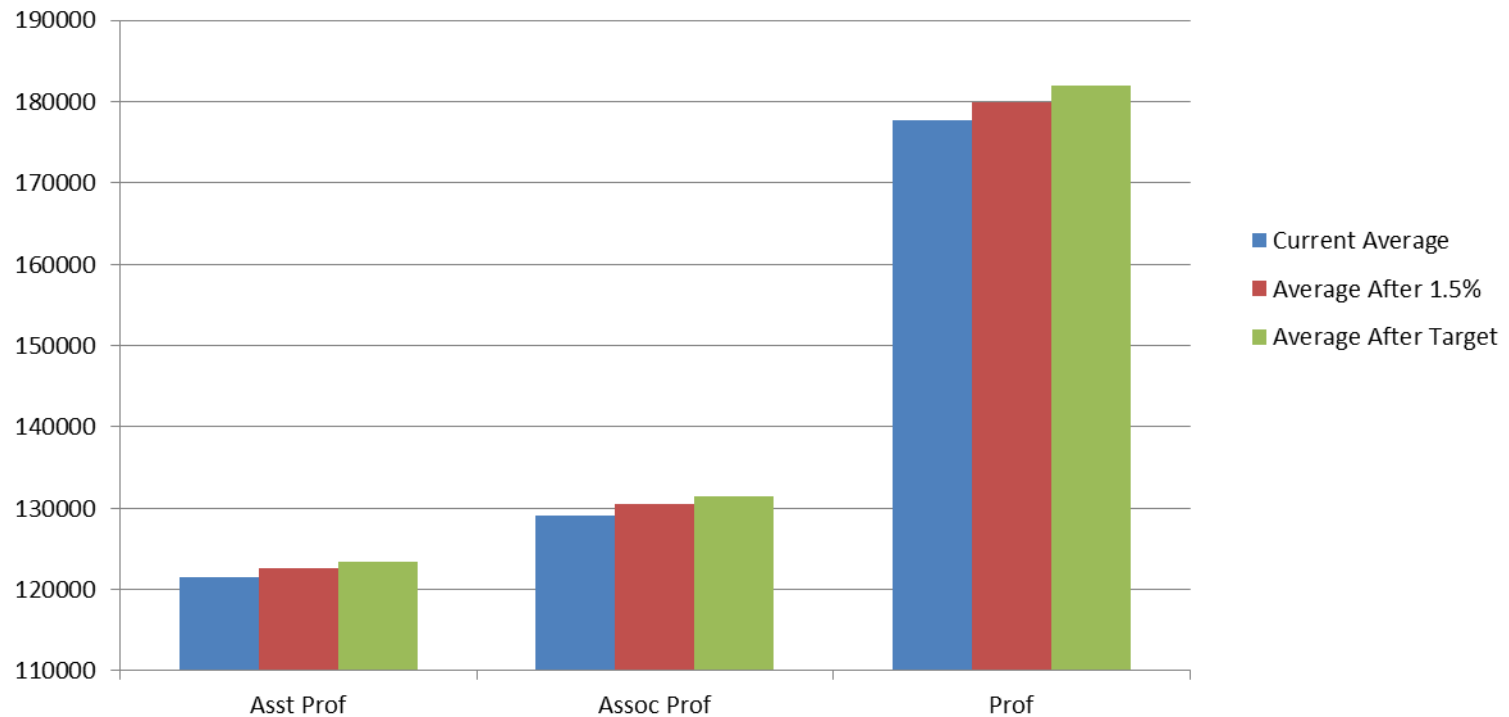


# SCHOOL OF EDUCATION AVERAGE SALARIES BY RANK





# SCHOOL OF LAW AVERAGE SALARIES BY RANK



# VIMS AVERAGE SALARIES BY RANK

