Market Salary Adjustment Methodology (Faculty positions)

The Strategic Leadership Team along with our compensation consulting firm developed the following methodology for determining who would be eligible for a market salary adjustment and how the amount of dollars would be allocated.

Methodology anchors—
We have a total of $1.1 million dollars to be utilized for all necessary adjustment for faculty, staff, professionals, and administrators.

The dollar amount of adjustments needed totaled more than the $1.1 million dollars that was set aside, therefore, a sliding scale percentage approach was utilized to ensure that employees requiring a salary adjustment received at least a portion of the full adjustment.

No employee will be paid below the minimum of the salary grade for which they reside and if so will receive a market based salary adjustment.

One time salary adjustment provides for placement in current salary grade along a continuum taking into account longevity with the College and then slowing progression beyond the midpoint.

We established a standard in comparison to other colleges that faculty members should reach the midpoint (market) of the respective salary range upon reaching 12 years of service as a faculty member with the College.

We eliminated salary compression by utilizing a service or longevity factor in determining where each faculty member should be placed in their respective salary grade range.

We developed a formula based on the current base salary prior to differentiated compensation being added for fiscal year 2012 (i.e., the raise effective 9/1/2011 was not included) that compared the current base salary to the midpoint (deemed the market) of the appropriate salary range. The formula then utilized the faculty members years of service with SJCD, to reflect if a market based salary adjustment was required and the amount of such adjustment to place them appropriately in the salary range versus the midpoint.

This is a onetime market salary adjustment based on the outcome of the compensation study and then we continue to move forward with differentiated compensation.