Market Salary Adjustment Methodology (Staff, Professionals, Administrators)

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 time in current salary grade with the College and then slowing progression beyond the midpoint.

We established a standard in comparison with other colleges and industry that staff, professionals and administrators should reach the midpoint (market) of the respective salary range upon reaching their time in salary grade of 6 years, based on years of service with SJCD.

We developed a formula based on the current base salary prior to differentiated compensation being added for fiscal year 2012 (ie., the raise effective 9/1/2011 as not included) that compared the current base salary to the midpoint (deemed the market) of the appropriate salary range. The formula then utilized the employees years of service in the salary grade 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 will continue to move forward with differentiated compensation.