



University Staff Senate Archives

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Academic year 2021-2022

WSU Compensation Program Update

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WSU Compensation Program Update

Base Pay Analysis – October 25, 2021

Faculty Senate



Compensation Program Implementation

There are seven steps to complete the transition: (From Market-Based Pay Briefings in 2019, 2020 and 2021)

1. Define the jobs that are needed at the University
2. Create uniform and consistent Job Descriptions (JDs) that are placed in a catalog (referred to as a “job catalog”)
3. Map the existing positions to the new catalog based on job duties
4. Compare each job to comparable jobs in external market, develop new compensation structure and assign pay range and FLSA exemption status.
5. Review each employee’s experience and performance to assess placement within the assigned pay range
6. Implement compensation administrative guidelines
7. Budget dollars annually to implement pay changes

Non-Teaching Jobs:

- The University has completed the job architecture (consistent and uniform job descriptions/job catalog) and utilizing independent third-party survey data (external market) created 30 pay ranges which comprise the compensation structure.
- Each job has been assigned to a pay range with a minimum, midpoint and maximum
- 243 of 1,184 positions are currently paid less than the minimum of the assigned pay range
- Difference in current pay for 243 positions and the pay range minimum = \$1,204,786

Note: The minimum of the pay range is a lower data point than the 25th percentile.

25th Percentile  minimum of pay range



Current Status

Teaching Positions (includes Tenure Track and Non-Tenure Track, as well as all Dean jobs)

- All positions have been matched to College and University Professional Association (CUPA) survey data (if available) with data points of 25th percentile, 50th percentile and 75th percentile
- 425 of 575 positions are paid less than the 25th percentile
- Difference in current base pay for 425 positions and the 25th percentile = \$5,440,110

Note: The 25th percentile is a higher data point than the minimum of a pay range.

25th Percentile  minimum of pay range

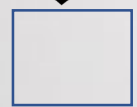




Current Status

This information helps to determine relative market competitiveness in pay for **jobs** and is important in retaining current employees and recruiting new employees. It is focused on the value the external market assigns to a **job**. It does not factor in the internal equity by assessing the **employee** doing the job and what an expected base rate of pay would be given an individual's experience, performance and tenure. Both are needed for a comprehensive base pay analysis.



Jobs Priced  External Market Competitiveness



Jobs Priced  Employee experience, performance and tenure  Internal Equity



Next Steps

University priority requires unified approach to address

- **HR:** Conduct a base pay analysis – Fall, 2021 to determine the expected base pay rate for each employee (in collaboration with supervisors). This, paired with the external market information will be complete by May, 2022 and used to prioritize base pay increases to occur FY23.
- **Budget office:** Partner with University administration during Fall, 2021 and Spring, 2022 to explore opportunities to identify existing budget dollars that can be used for pay increases.
- **HR and Budget office:** Evaluate options to address future base pay increases to resolve any gaps identified in the analysis.