

# FY21 Compensation Market Study

## Overview of Study Outcomes

HRSTM - Class and Compensation  
October 2021

# Agenda

- Overview
- Study Outcomes
- Methodology
- Study Findings
  - Administrator
  - Staff
- Recommendations
- Implementation Timeline

# Overview

- Assessed market competitiveness of MC's salary structure and reviewed internal alignment of jobs within grade levels.
- Partnered with Segal to conduct a rigorous analysis of benchmark jobs representing a cross-section of our workforce.
- Created numerous employee engagement opportunities and developed compensation resources enabling collaboration, transparency and accessible information.

# Study Outcomes

- MC's salary structure is consistent with relevant labor markets.
- Specific jobs require grade level adjustments within MC's salary schedule to align with the external market and maintain the appropriate relationship to one another.

# MC FY22 Salary Schedule

Bargaining Staff & Non-bargaining Administrators, Department Chairs & Staff						
Effective July 1, 2021						
	Salary Structure (Annual)			Salary Structure (Hourly)		
Grade	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
41	\$136,590	\$187,824	\$239,058	\$65.67	\$90.30	\$114.93
39	\$118,834	\$163,384	\$207,934	\$57.13	\$78.55	\$99.97
37	\$103,310	\$142,064	\$180,818	\$49.67	\$68.30	\$86.93
35	\$89,856	\$123,552	\$157,248	\$43.20	\$59.40	\$75.60
33	\$78,208	\$107,536	\$136,864	\$37.60	\$51.70	\$65.80
31	\$71,928	\$93,496	\$115,064	\$34.58	\$44.95	\$55.32
29	\$65,352	\$84,968	\$104,584	\$31.42	\$40.85	\$50.28
27	\$59,448	\$77,272	\$95,096	\$28.58	\$37.15	\$45.72
25	\$54,016	\$70,200	\$86,384	\$25.97	\$33.75	\$41.53
23	\$49,128	\$63,856	\$78,584	\$23.62	\$30.70	\$37.78
21	\$44,656	\$58,032	\$71,408	\$21.47	\$27.90	\$34.33
19	\$42,182	\$52,728	\$63,274	\$20.28	\$25.35	\$30.42
17	\$39,104	\$48,880	\$58,656	\$18.80	\$23.50	\$28.20
15	\$36,192	\$45,240	\$54,288	\$17.40	\$21.75	\$26.10
13	\$33,530	\$41,912	\$50,294	\$16.12	\$20.15	\$24.18
11	\$31,034	\$38,792	\$46,550	\$14.92	\$18.65	\$22.38
9	\$28,766	\$35,984	\$43,202	\$13.83	\$17.30	\$20.77
7	\$26,624	\$33,280	\$39,936	\$12.80	\$16.00	\$19.20
5	\$24,710	\$30,888	\$37,066	\$11.88	\$14.85	\$17.82

# Methodology

- Segal compared MC's current salary structure (salary ranges) with external market data and found that our current structure remains competitive.
  - Market segments reviewed: higher education, public sector and private sector
  - Data collected
    - Staff: 116 benchmark jobs - 56% of staff
    - Administrators: 18 benchmark jobs – 56% of administrators
  - Goal is to align pay range midpoints with the market median and to ensure comparable jobs within the College are paid consistently.
  - Non-benchmark jobs are “slotted” in the grade associated with the benchmark job(s) it most closely aligns with.

# Study Findings - Administrators

- Salary structure
  - Pay range minimums – 103% of market average
  - Pay range midpoints – 107% of market average
  - Pay range maximums – 93% of market average
  - More competitive than higher education market and consistent with public and private sector market
- Variations exist among benchmark jobs

# Study Findings - Staff

- Salary structure
  - Pay range minimums – 101% of market average
  - Pay range midpoints – 103% of market average
  - Pay range maximums – 102% of market average
  - More competitive than higher education market
- Variations exist among benchmark jobs
  - 9 job titles are more than 10% below the market average at the range midpoint
  - 73 job titles are consistent with the market average at midpoint
  - 34 job titles are more than 10% above the market average at the range midpoint



# Recommendations

- Salary schedule – no change
- Realignment of certain job class grades is necessary to maintain alignment with the market and/or internal job relationships
  - 11 job titles below market (14 employees)
  - 24 job titles above market (76 employees)
- Worker's pay adjustments – no pay adjustment for workers with job grade changes (except if below minimum of salary range)
  - Worker's pay below minimum of salary range – increase to minimum
  - Worker's pay above maximum of salary range – freeze salary until pay falls below maximum
- Moratorium on classification reviews lifted on October 30, 2021

# Implementation Timeline

Target Date	Action
10/6	Meet with AFSCME LMCC & Staff Advisory Committee
10/12	Collegewide Communication
10/21 – 11/4	Meet with Governance and constituency groups*
10/15	Notification to applicable administrators
10/18	Notification to applicable supervisors
10/20	Notification to impacted employees
10/30	Effective date of grade changes

\* College Council, Administrator Council, Staff Council, Employee Services Council