

# Segal-Waters FT Staff Compensation Study

# 2019 FT Staff Compensation Study

- ▶ The College's practice is to review staff and faculty salary structure on a bi-annual basis.
  - ▶ In even numbered years, the College reviews faculty salary ranges and makes modifications as needed.
  - ▶ In odd numbers years, the College reviews staff salary ranges and makes modifications as needed.
- ▶ The College's practice is to conduct a comprehensive staff compensation study every four years.
- ▶ An RFP was submitted in October, 2018.
- ▶ After review, Segal-Waters Consulting was recommended to the Board of Trustees and approved in the December, 2018 Board of Trustees meeting.
- ▶ Internal Project Team:
  - ▶ Floyd Nickerson, Chief Talent Officer
  - ▶ Larry Robertson, Director of Human Resources for Benefits, Compensation and Human Resources Systems
  - ▶ Monica Barron, Human Resources Analyst

# Market Assessment

## COLLIN COLLEGE OVERALL MARKET POSITION

While Collin College's minimums and midpoints overall are within the 95% - 105% corridor of competitiveness, they are lagging the College's goal of 100% of market average midpoint

Collin College as a % of the Market Average			
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Market Position	99%	95%	91%

# Projected Range Structures

- Segal-Waters, (as shown on the previous slide) through the benchmarking of 105 selected positions, determined Collin College salary ranges were at 95% of market.
- Segal-Waters created three possible salary range structures to make Collin College more competitive with regard to market salary ranges. The costs of implementing each structure is show in the table below.
- Human Resources recommends the use of 100% salary range structure.

Range Structure	100%	101%	102%
Range Structure Adjustments	\$ 1,591,386	\$ 2,047,235	\$ 2,503,083
Exempt Range Adjustment	3%	4%	5%
Non-Exempt Range Adjustment	4%	5%	6%

# Non-Exempt Positions to be reclassified

13 Non-exempt Positions with 51 incumbents for a cost of \$119,842.

Title	Current Range	Proposed Range
Clerk Mail/Receiving	202	203
Grounds Keeper	202	203
Mail Clerk/Courier	202	203
Plant Ops Worker	202	203
Receiving Clerk	202	203
Testing Center Assistant	202	203
Circulation Assistant	203	204
Grounds Maintenance Foreperson	204	205
Police Telecommunicator	206	207
Supervisor Circulation	206	208
Supervisor Call Center	207	208
Supervisor Testing Center	207	209
Coordinator HR Records	210	102

# Exempt Positions to be reclassified

18 Exempt Positions with 18 incumbents for a cost of \$84,645.

Title	Current Range	Proposed Range
Clinical Coordinator DMS	102	103
Clinical Coordinator Health Professions	102	103
Clinical Coordinator EMS	102	103
HR Analyst	103	104
Manager Financial Aid/VA Technical Programs	103	105
Bursar	104	106
Manager Purchasing IS/Reporting	104	105
Budget Manager	105	106
Director Dental Hygiene	106	107
Director Diag Med Sonography	106	107
Director Health Science Academies	106	107
Director Healthcare Progs CE	106	107
Director Respiratory Care	106	107
Director Simulation Lab	106	107
Director Surgical Tech	106	107
Director EMS	106	107
Director HR/Benefits Comp and HRIS	107	108
Director HR/Employment and Prof Dev	107	108

# 2019 FT Staff Compensation Recommendations

- ▶ Collin College should move to the 100% Market Ranges.
  - ▶ Reclassify 31 positions to new salary ranges. Cost of reclassification is \$204,487 for salary adjustments for 69 incumbents.
  - ▶ Non-Exempt employees would receive a market range adjustment of 4% with an associated cost of \$895,368.
  - ▶ Exempt employees would receive a market range adjustment of 3% with an associated cost of \$696,019.
  - ▶ Part time non-exempt employees should also receive a market range adjustment of 4% for a cost of \$185,410.
- ▶ Collin College currently has a hiring maximum that is 110% of the range minimum. The recommendation is to move the hiring maximum to 115% of the range minimum.

# 2019 FT Staff Compensation Study Costs

Compensation Action	Cost
Reclassification of 31 positions	\$204,487
Market Range Adjustment of 4% for Non-Exempt	\$895,368
Market Range Adjustment of 3% for Exempt	\$696,019
Market Range Adjustment of 4% for PT Non-Exempt	\$185,410
Total Cost of Staff Compensation Adjustments	\$1,981,284



# Proposed 100% Market salary ranges

Range	Min	115% Hiring Max	Mid	Max	Range Differential	% Change from Current
<b>Non-Exempt Ranges</b>						
201	\$ 25,638	\$ 29,484	\$ 32,047	\$ 38,457		
202	\$ 27,176	\$ 31,253	\$ 33,970	\$ 40,764	6%	1%
203	\$ 28,807	\$ 33,128	\$ 36,008	\$ 43,210	6%	2%
204	\$ 30,535	\$ 35,115	\$ 38,169	\$ 45,803	6%	2%
205	\$ 32,367	\$ 37,222	\$ 40,459	\$ 48,551	6%	2%
206	\$ 34,309	\$ 39,456	\$ 42,887	\$ 51,464	6%	3%
207	\$ 36,368	\$ 41,823	\$ 45,460	\$ 54,552	6%	3%
208	\$ 38,550	\$ 44,332	\$ 48,187	\$ 57,825	6%	4%
209	\$ 40,863	\$ 46,992	\$ 51,079	\$ 61,294	6%	4%
210	\$ 43,315	\$ 49,812	\$ 54,143	\$ 64,972	6%	5%
211	\$ 45,914	\$ 52,801	\$ 57,392	\$ 68,870	6%	5%
212	\$ 48,668	\$ 55,969	\$ 60,835	\$ 73,002	6%	5%
213	\$ 51,588	\$ 59,327	\$ 64,486	\$ 77,383	6%	6%
214	\$ 54,684	\$ 62,886	\$ 68,355	\$ 82,026	6%	6%
215	\$ 57,965	\$ 66,659	\$ 72,456	\$ 86,947	6%	7%
216	\$ 61,443	\$ 70,659	\$ 76,803	\$ 92,164	6%	7%
217	\$ 65,129	\$ 74,899	\$ 81,412	\$ 97,694	6%	7%
218	\$ 69,037	\$ 79,392	\$ 86,296	\$ 103,555	6%	7%
<b>Exempt Ranges</b>						
101	\$ 43,048	\$ 49,505	\$ 53,810	\$ 64,572		
102	\$ 47,353	\$ 54,456	\$ 59,191	\$ 71,029	10%	0%
103	\$ 52,088	\$ 59,901	\$ 65,110	\$ 78,132	10%	3%
104	\$ 57,297	\$ 65,892	\$ 71,621	\$ 85,945	10%	5%
105	\$ 63,027	\$ 72,481	\$ 78,783	\$ 94,540	10%	3%
106	\$ 69,644	\$ 80,091	\$ 87,056	\$ 104,467	11%	2%
107	\$ 76,957	\$ 88,501	\$ 96,196	\$ 115,436	11%	1%
108	\$ 85,038	\$ 97,793	\$ 106,297	\$ 127,556	11%	0%
109	\$ 93,967	\$ 108,062	\$ 117,458	\$ 140,950	11%	4%
110	\$ 103,833	\$ 119,408	\$ 129,791	\$ 155,750	11%	8%
111	\$ 114,736	\$ 131,946	\$ 143,419	\$ 172,103	11%	3%
112	\$ 126,783	\$ 145,800	\$ 158,479	\$ 190,174	11%	4%
113	\$ 140,095	\$ 161,109	\$ 175,119	\$ 210,143	11%	1%
114	\$ 154,805	\$ 178,026	\$ 193,506	\$ 232,207	11%	2%
115	\$ 171,060	\$ 196,718	\$ 213,824	\$ 256,589	11%	4%
116	\$ 189,021	\$ 217,374	\$ 236,276	\$ 283,531	11%	3%
Average Change						3.1%

The highlighted ranges would not be used.