

Compensation Plan Objectives

- Recruit good applicants
- Retain good employees
- Recognize job value and responsibility
- Reward continued service
- Keep costs affordable

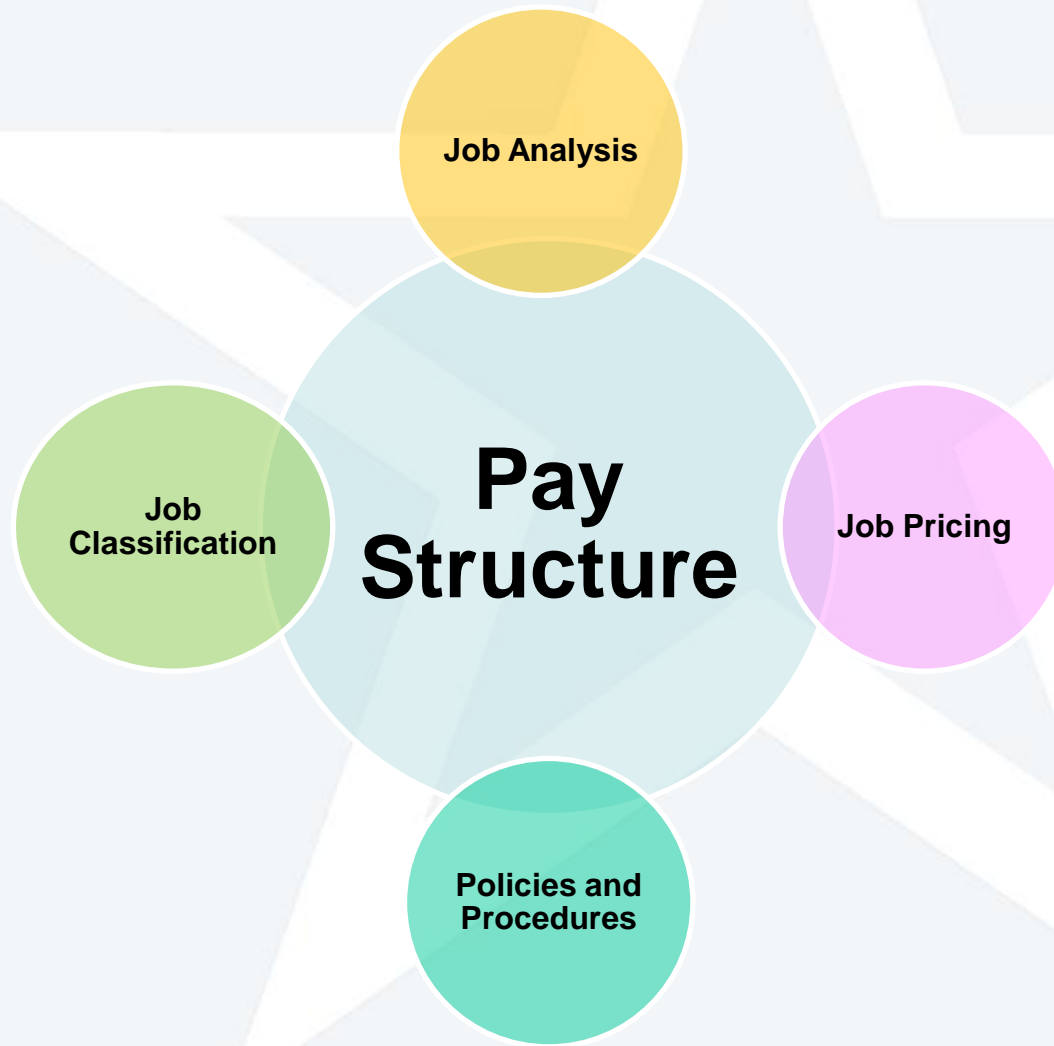


Pay Study Project Activities

- Planning and data collection
- Conduct market analysis
- Determine job classification
- Develop pay ranges
- Design implementation plan
- Conduct draft review
- Prepare final report



Project Scope



Internal Equity –Job Analysis

Knowledge

- ◆ Education
- ◆ Experience
- ◆ Expertise

Effort

- ◆ Decision Making
- ◆ Complexity
- ◆ Communications

Responsibility

- ◆ Financial
- ◆ Organizational
- ◆ Employee Responsibility
- ◆ Number of Employees Supervised

Working Conditions

- ◆ Clean or Dirty
- ◆ Safe or Hazardous



Market Comparison

District Sources

- Allen ISD
- Arlington ISD
- Birdville ISD
- Carrollton-Farmers Branch ISD
- Eagle Mountain-Saginaw ISD
- Frisco ISD
- Hurst-Euless-Bedford ISD
- Irving ISD
- Keller Isd
- Lewisville ISD
- Mansfield ISD
- McKinney ISD
- Northwest ISD
- Plano ISD

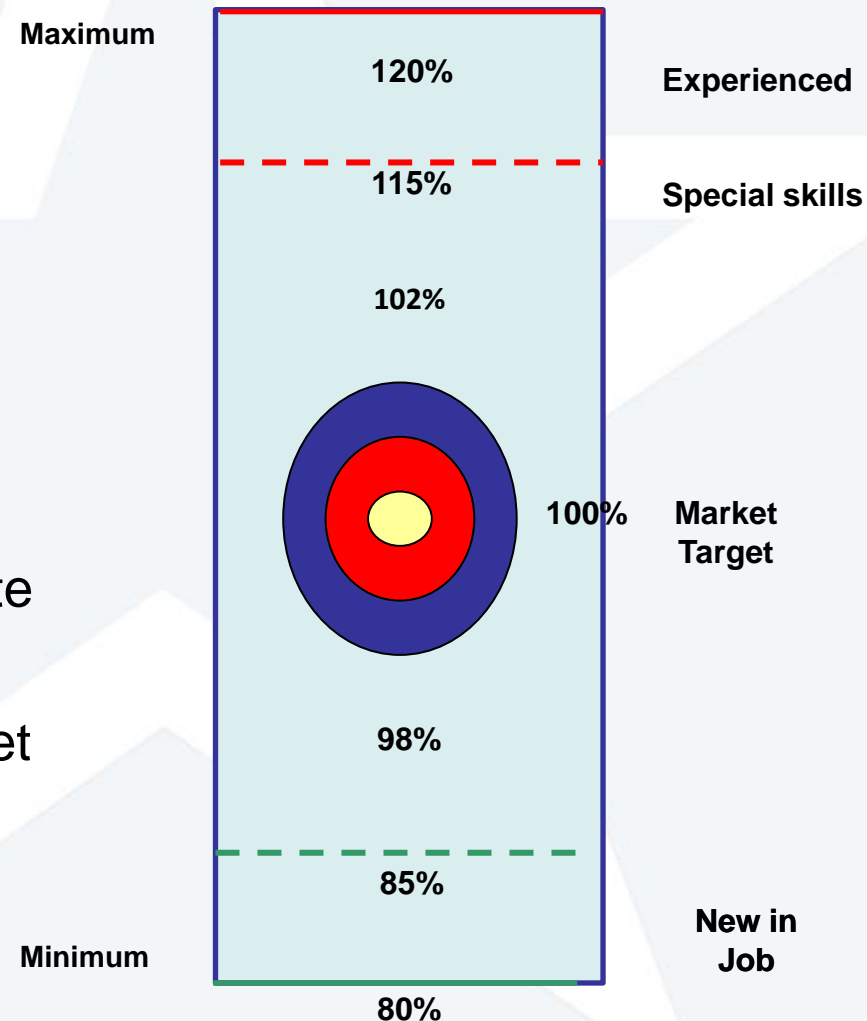
Other Sources:

- Economic Research Institute, 2012
- Kenexa, CompAnalyst
- Mercer 2012 Benchmark Survey
- Werling 2012 San Antonio Salary Survey
- Texas Workforce Commission.
<http://www.texaswages.com>



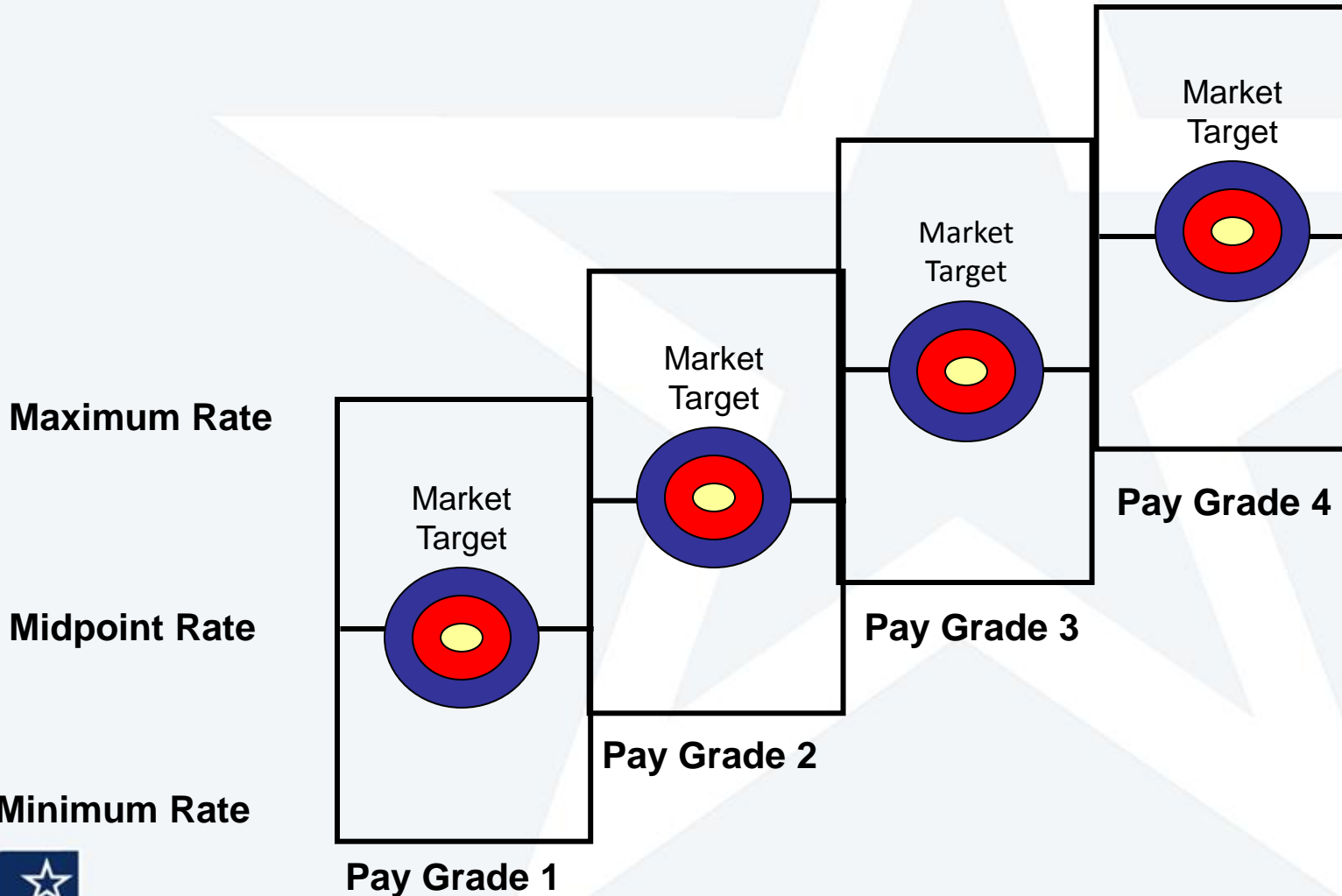
Market Based Pay

- A “target” rate is intentionally set
 - Market value
 - District goals
- Range parameters are set to limit employee pay variance from the target rate
- Employees advance to target rate in shorter period
- Most employees paid near target rate
- Target rate is adjusted regularly
- Employees may be paid above target
 - but not too many

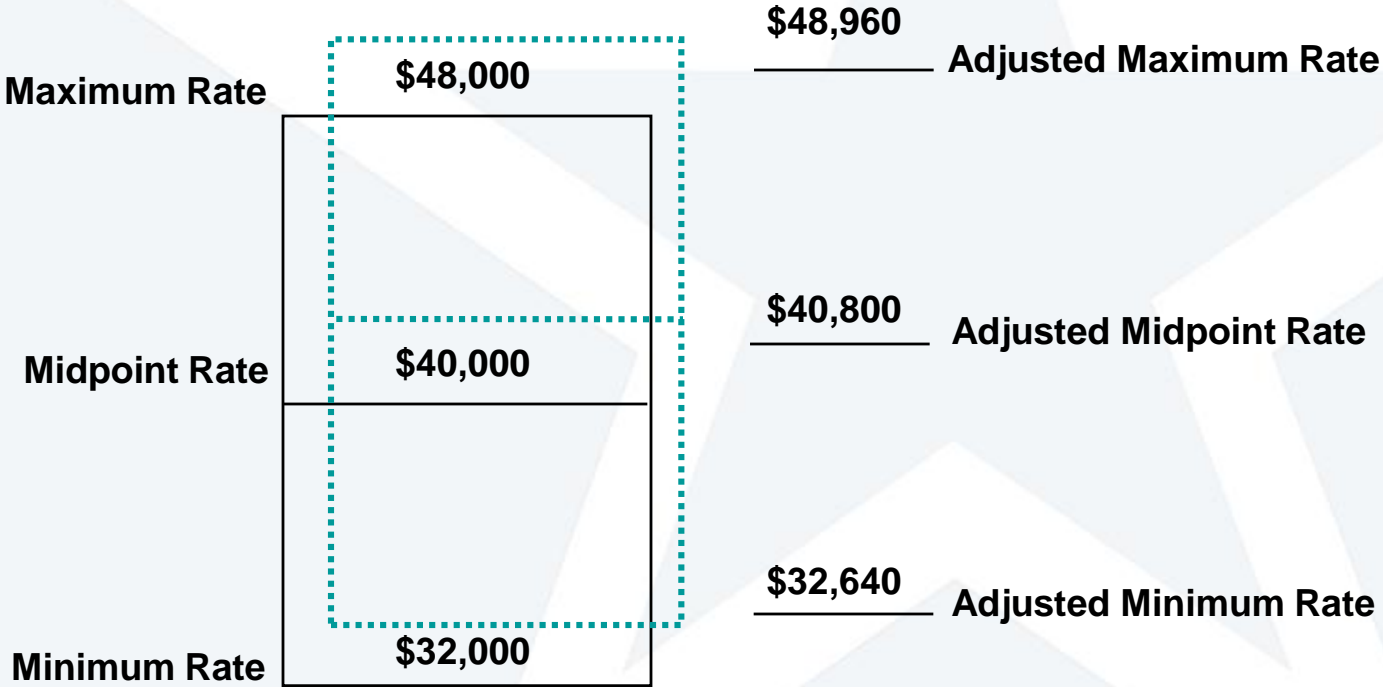


How Market is Used

Set Competitive Pay Ranges



Maintaining Competitive Ranges



Pay Movement Through the Range

Range Adjustment - 2% per year

Pay Increases - 4% per year

