Staff Compensation Project Overview

November 2013
Agenda

- Review of Project Achievements
- Data Review
- Market Focus
- Activity Since Role Out
- Feedback
- Resources
Project Achievements

- Consistency across university
- RIT staff wage grade structures are aligned to the current labor market and to common compensation practices
- RIT has a more robust internal job assessment framework to evaluate staff positions
Data Highlights

- Market midpoints increased for 91.5% of positions

- Movement slowed by local/national/global economy of last 7 years:
  - Federal bailouts of major corporations
  - Record unemployment
  - Mortgage crisis
  - Federal government tightening of interest rates
  - European crisis effecting global economy (Greece)
  - Organizations looking to reduce expenses (furloughs, benefit reductions, continued off-shoring of jobs, etc.)
Compa-Ratios Under Previous Wage Grades

Previous Wage Grades

- Compa ratio
- 0.00%
- 50.00%
- 100.00%
- 150.00%
- 200.00%
- 250.00%
- 300.00%
New Compa-ratio Distribution

<table>
<thead>
<tr>
<th>Compa-ratio</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-70</td>
<td>8</td>
</tr>
<tr>
<td>70-80</td>
<td>64</td>
</tr>
<tr>
<td>80-90</td>
<td>455</td>
</tr>
<tr>
<td>90-100</td>
<td>723</td>
</tr>
<tr>
<td>100-110</td>
<td>515</td>
</tr>
<tr>
<td>110-120</td>
<td>299</td>
</tr>
<tr>
<td>Over 120</td>
<td>123</td>
</tr>
</tbody>
</table>
Market Midpoint Comparison - Current to New - Non-Exempt Positions

- 8% in Lower New Market
- 92% in Higher New Market
Market Midpoint Comparison - Current to New - Exempt Positions

- Lower New Market: 9%
- Higher New Market: 91%
Market Focus

- Why Target the 50th Percentile?
  - Goal: Competitive Wages
  - Recruitment (offers extended then declined 2.7% 10/1/12-9/30/13)
  - Retention (voluntary turnover 3% job related 10/1/12-9/30/13)
  - Standard Target for Organizations
- Movement Towards Market
Position to Market

- Position to Market Midpoints
  - Time in position/workforce
  - Performance
  - Budget
  - New wage grade structure aligned to market (current)
Activity Since Roll Out

- Ongoing Job Evaluations
- Annual Market Analysis To Ensure Wage Grade Structure Alignment
- Annual Market Adjustment Process – budget dependent
Additional Topics

- Increase Awareness of Total Compensation
- Continued Education Regarding Fiscal Responsibility and Market Reality
- Employee Development For Growth
- Composite Job Descriptions
- Criteria for Titles
Feedback

- Thanks to those who provided feedback regarding the project
  - Communications
  - Implementation
- We will look to continuously improve our processes
Resources

- All Communications Posted on HR Website
  - Overview Presentation
  - FAQs
  - Messages to the RIT Community
- HRSM
Questions?