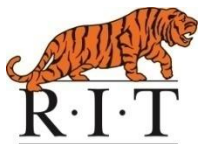

Staff Compensation Project Overview

November 2013



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Rochester Institute of Technology

Agenda

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

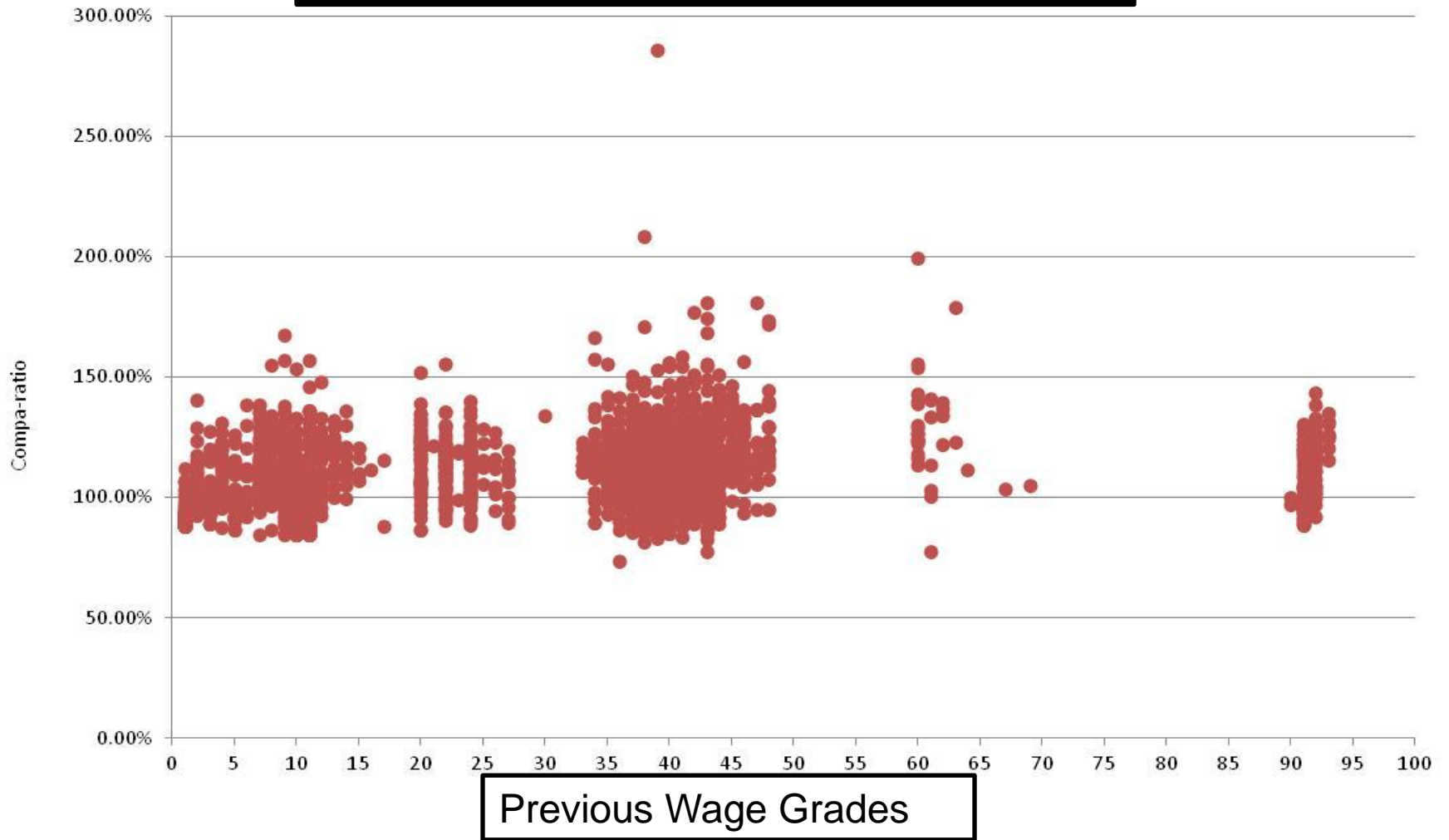
Project Achievements

- 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

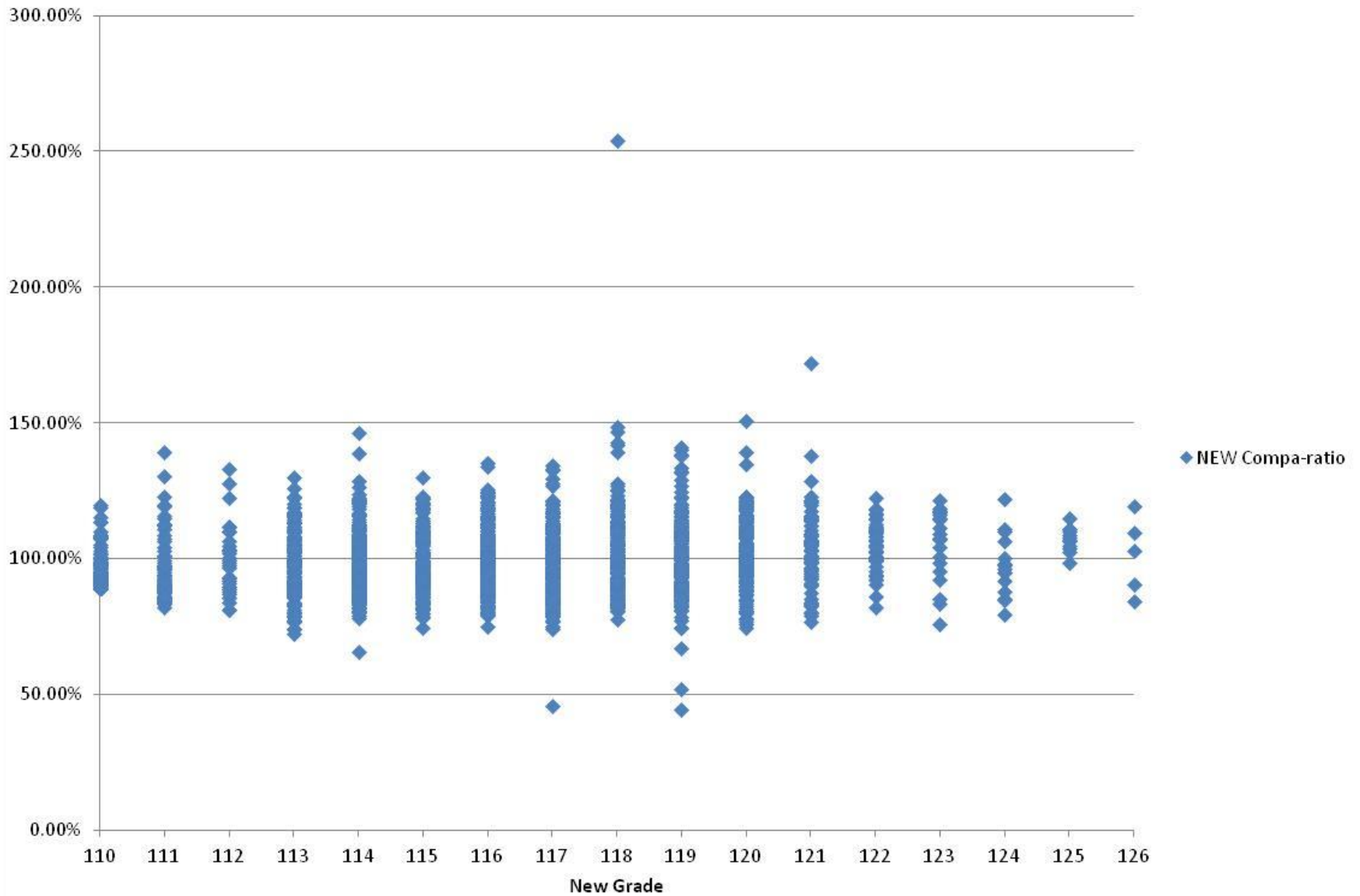
Data Highlights

- 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.)

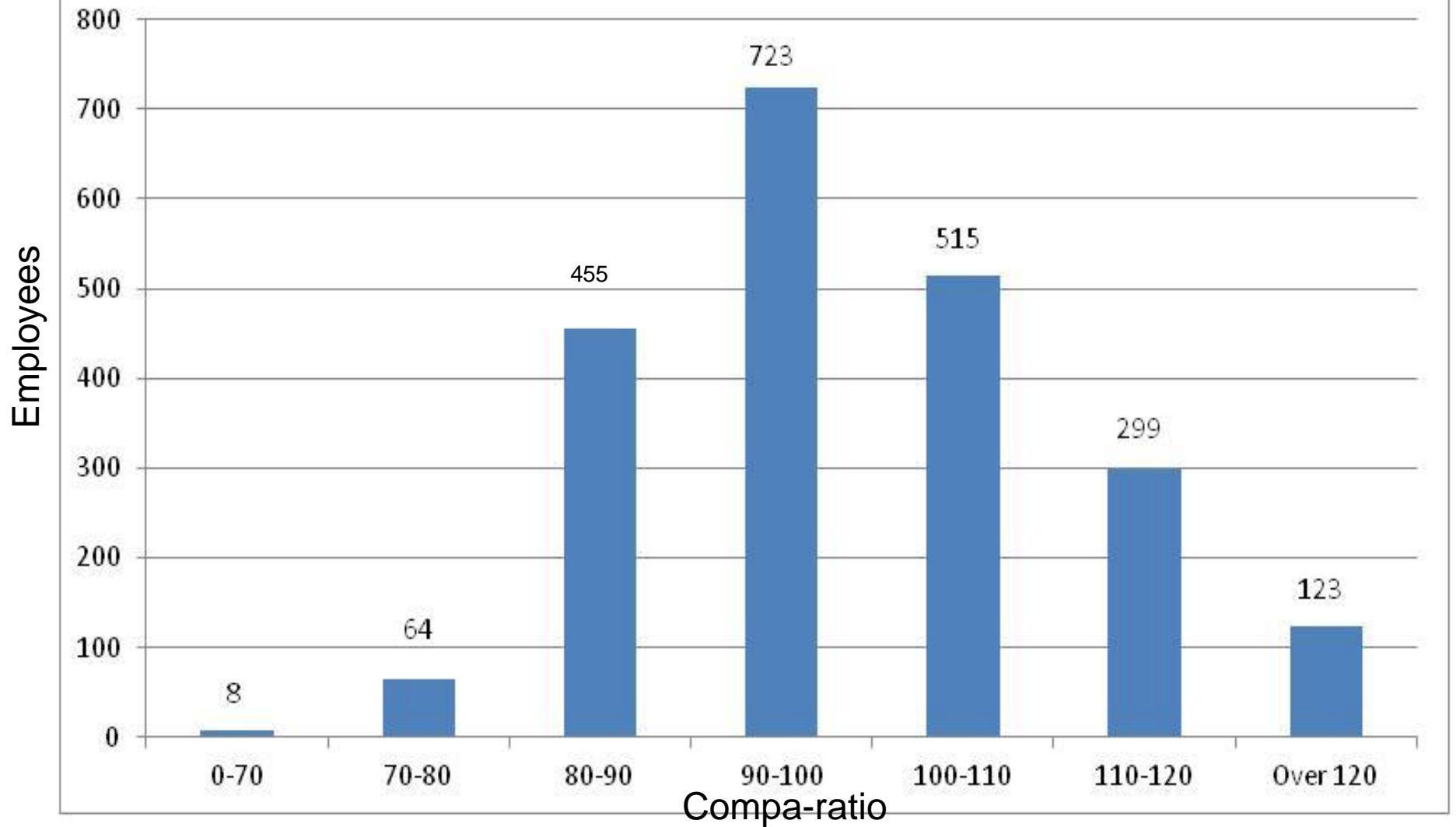
Compa-Ratios Under Previous Wage Grades



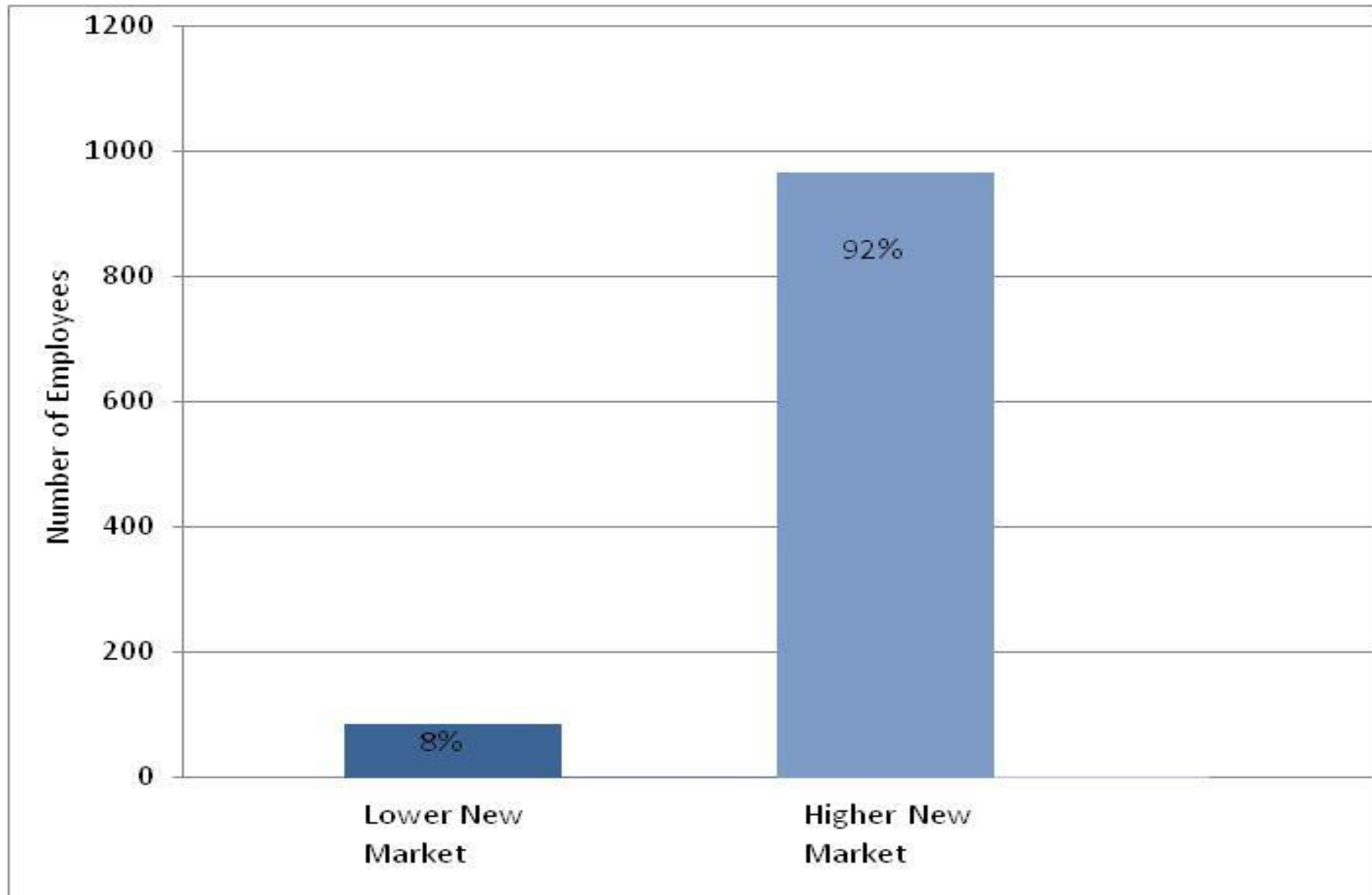
NEW Compa-ratio



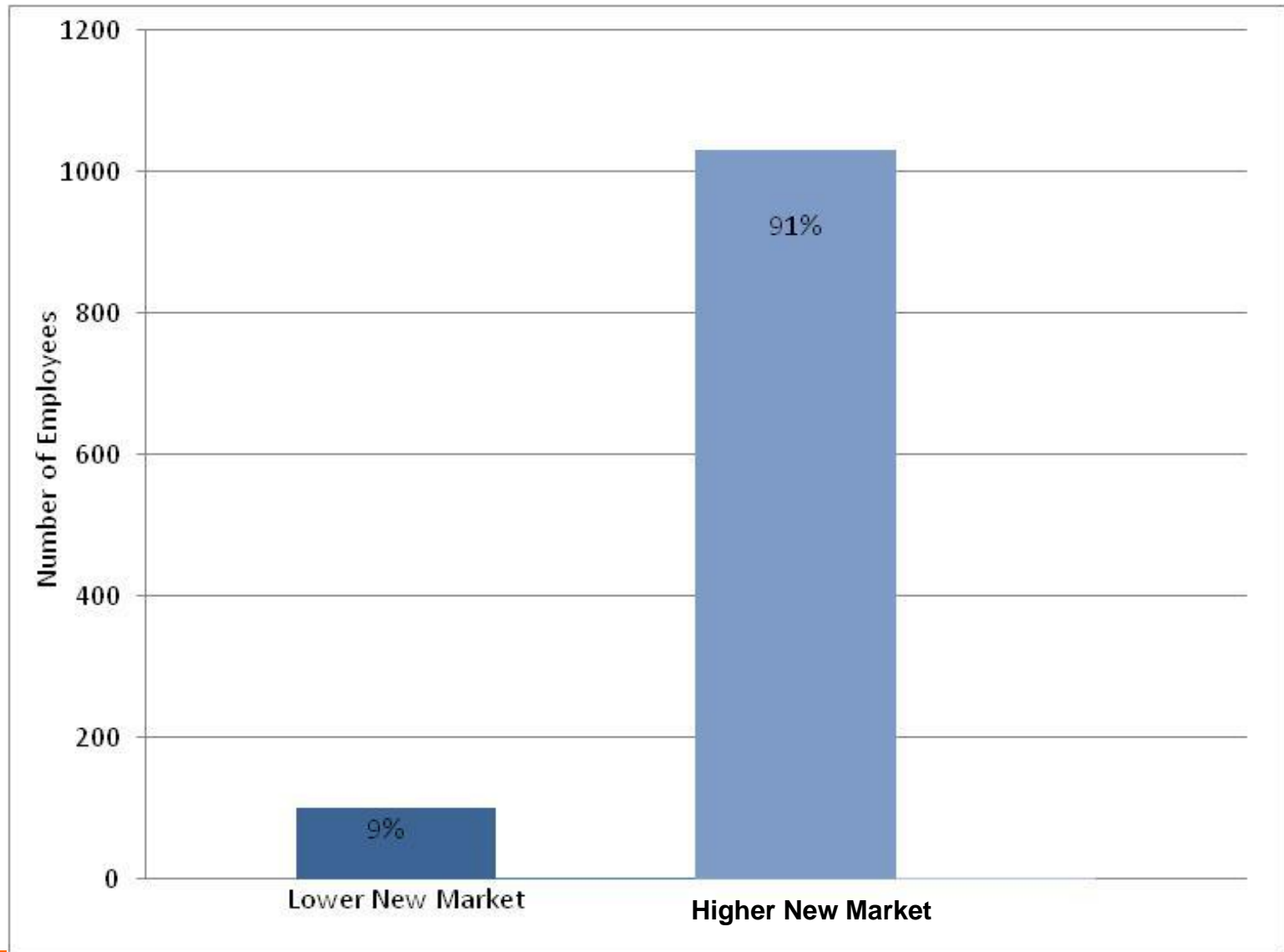
New Compa-ratio Distribution



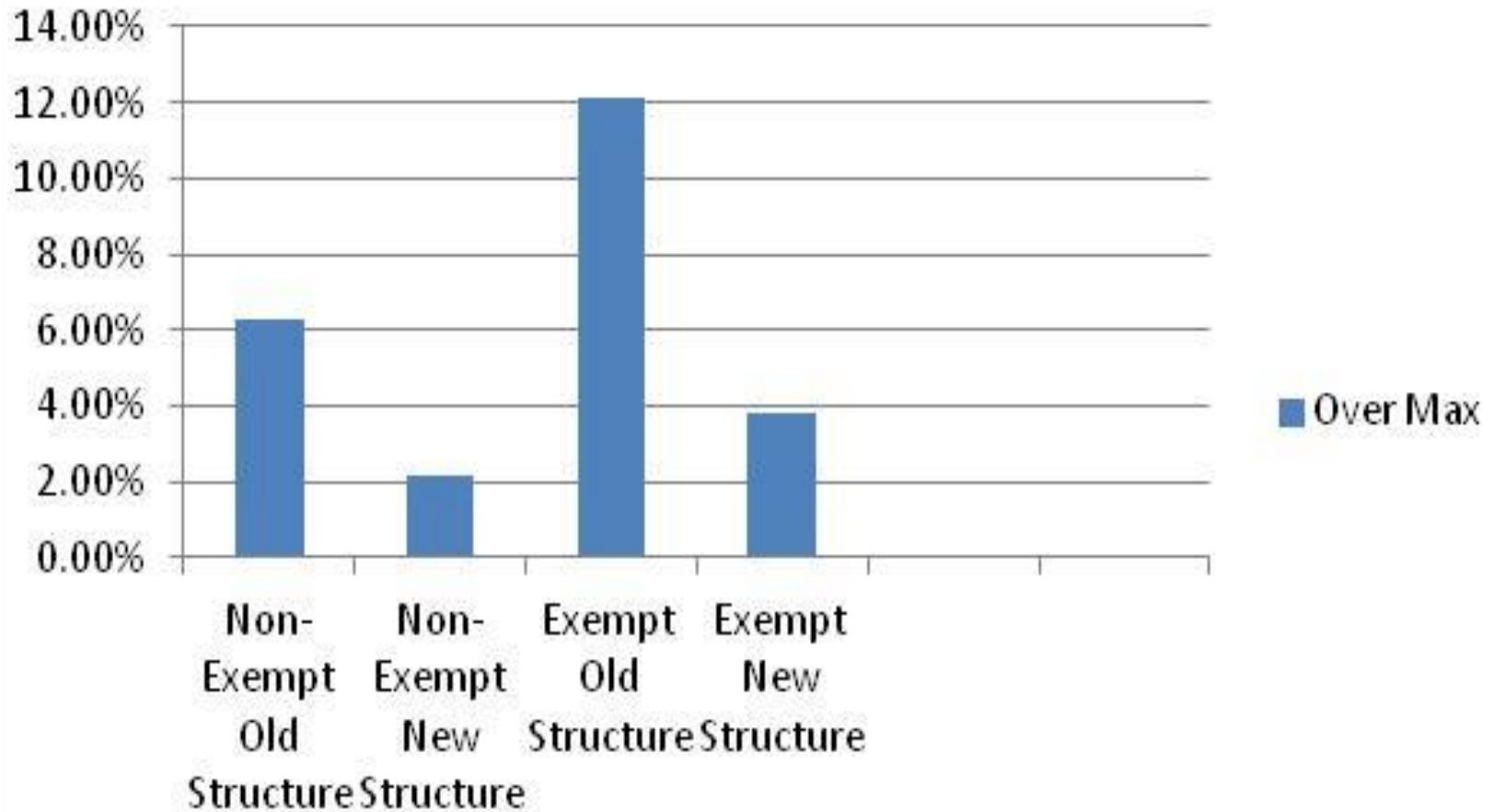
Market Midpoint Comparison - Current to New - Non-Exempt Positions



Market Midpoint Comparison - Current to New - Exempt Positions



Employees Over Max



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?



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