

FY 2019 COMPENSATION PLAN

FOR HIGHLAND COMMUNITY COLLEGE

BOARD PRESENTATION

NOVEMBER 20, 2018



*Handout #3
Board Meeting
11/20/18*

PROJECT SCOPE OVERVIEW

- CONDUCT SALARY SURVEY OF OTHER COLLEGES AND PUBLIC EMPLOYERS
- UPDATE COMPENSATION PLAN AND PAY RANGES FOR NON-UNION JOBS
- SUGGEST IMPLEMENTATION OPTIONS FOR PROPOSED CHANGES

SALARY SURVEY

- PSPC COLLECTED 1,000+ JOB DESCRIPTIONS, ORG CHARTS, SALARY STRUCTURES, AND PAY PLANS FROM THE APPROVED COMPARATORS:

Colleges and Universities

Black Hawk Technical College	Lake Land
Carl Sandburg	Lewis and Clark
Danville Area Community College	Logan
Freeport School District #145	McHenry
Illinois Eastern	Northeast Iowa
Illinois Valley Community College	Rend Lake
John Wood	Rock Valley
Kankakee	Sauk Valley
Kaskaskia	Shawnee
Kishwaukee	Spoon River

Additional Employers and Published Surveys

Bureau of Labor Statistics - Rockford
CUPA - Admin / Professional in Higher Ed
Economic Research Institute - Rockford

City of Freeport

- SALARY SURVEYS ANSWER THE QUESTION OF "WHERE ARE WE?"
- IMPLEMENTATION ANSWERS THE QUESTION "WHERE DO WE WANT TO BE?"

HIGH LEVEL COMPENSATION SURVEY RESULTS

- PSPC SURVEYED 50+ POSITIONS AND FOUND OVER 900 COMPARABLE JOBS IN THE MARKET
- PSPC REVIEWED HCC'S COMPETITIVENESS ON BASE SALARY RANGES

CURRENT RANGES ARE COMPETITIVE FOR 60% OF POSITIONS SURVEYED

Base Salary Summary	# of Positions	% of Surveyed Jobs
More than 5% Behind Market	21	40%
Within 5% of Market	27	52%
More than 5% Ahead of Market	4	8%

APPLYING RESULTS

- UPDATED PAY RANGES HAVE BEEN MODELED TO RE-POSITION HCC PAY RANGE PLACEMENTS AT MARKET AVERAGES
- THE CURRENT SALARIES OF 12 EMPLOYEES FALL BELOW PROPOSED RANGE MINIMUM VALUES, COST OF ROUGHLY \$12,000 TO BRING THEM IN TO RANGE
- ADDITIONAL IN-RANGE ADJUSTMENTS HAVE BEEN MODELED TO ENSURE ACTUAL SALARIES ARE COMPETITIVE WITHIN THE NEW PAY RANGES

ADDITIONAL IN-RANGE ADJUSTMENTS

In Range "Target" Approach (slows employees down at Midpoint and beyond)

Provide in-range adjustments for any employee not meeting a certain per year pace:

2% per year:

1.5% per year:

Time in Job	Target % of Midpoint	Time in Job	Target % of Midpoint
0-.99 (yrs)	0.8	0-.99 (yrs)	0.8
1-1.99	0.82	1-1.99	0.815
2-2.99	0.84	2-2.99	0.83
3-3.99	0.86	3-3.99	0.845
4-4.99	0.88	4-4.99	0.86
5-5.99	0.9	5-5.99	0.875
6-6.99	0.92	6-6.99	0.89
7-7.99	0.94	7-7.99	0.905
8-8.99	0.96	8-8.99	0.92
9-9.99	.98	9-9.99	0.935
10-10.99	1.00	10-10.99	.95
11-11.99	1.01	11-11.99	.965
12-12.99	1.02	12-12.99	.98
13-13.99	1.03	13+ years	.995
14-14.99	1.04	Estimated Cost: \$63,000	
15-15.99	1.05		
16-16.99	1.06		
17-17.99	1.07		
18-18.99	1.08		
19-19.99	1.09		
20+	1.1		
Estimated Cost: \$120,000			

"Quartile" Approach

Move employees to at least the specific quartile as indicated:

Time in Job	Quartile	Acceptable % of Midpoint
0-4.99 years	1st Quartile	.80-.89
5-9.99 years	2nd Quartile	.90-.99
10-14.99 years	3rd Quartile	1.0-1.09
15+ years	4th Quartile	1.1-1.2

Estimated Cost: \$95,000

Options designed to ensure actual salaries are also competitive within the pay ranges

THANK YOU

PUBLIC SECTOR PERSONNEL CONSULTANTS

11/20/2018

