

# Colorado College Staff Compensation Program

Department Meetings  
April/May 2012

# We Had a Tall Order to Fill



1. Enable the College to **attract and retain a diverse and qualified workforce**

2. Recognize the **multiple markets** within which the College must compete

3. Recognize and reward **individual contributions**

4. Be **sustainable** and within **financial resources**

5. Be **openly communicated and understandable**

GUEST CHECK				
Date	Table	Guests	Server	
	1	7-8		290701
DIVERSE WORKFORCE				
MULTIPLE MARKETS				
INDIVIDUAL				
CONTRIBUTIONS				
FAIR/EQUITABLE PAY				
UNDERSTANDABILITY				
EVP				
				Tax
				Total

Guest Receipt			
Date	Amount	Guests	
			290701

# Market Data

- ❑ Market Matches & Comparisons – over 350 job titles
  - 30 higher education institutions
  - Colleges & Universities Professional Association – HR
    - Higher Education/National recruitment
  - Mountain States Employers Council
    - Local recruitment
  - Towers Watson
    - National and private industry

- Allegheny College (Meadville, PA)
- Amherst College (Amherst, MA)\*
- Barnard College (New York, NY)
- Bates College (Lewiston, ME)
- Carleton College (Northfield, MN)\*
- Colby College (Waterville, ME)\*
- Connecticut College (New London, CT)
- Davidson College (Davidson, NC)
- Denison University (Granville, OH)
- DePauw University (Greencastle, IN)
- Dickinson College (Carlisle, PA)
- Grinnell College (Grinnell, IA)\*
- Hamilton College (Clinton, NY)\*
- Hobart William Smith Colleges (Geneva, NY)
- Kenyon College (Gambier, OH)\*
- Macalester College (St Paul, MN)\*
- Middlebury College (Middlebury, VT)
- Mount Holyoke College (South Hadley, MA)
- Occidental College (Los Angeles, CA)
- Oberlin College (Oberlin, OH)\*
- Pomona College (Claremont, CA)\*
- Rhodes College (Memphis, TN)
- St. Lawrence University (Canton, NY)
- Saint Olaf College (Northfield, MN)
- Sewanee: the University of the South (Sewanee, TN)
- Spelman College (Atlanta, GA)
- Swarthmore College (Swarthmore, PA)
- Trinity College (Hartford, CT)
- Wheaton College (Norton, MA)
- Williams College (Williamstown, MA)\*

\* Denotes institution was included in original list of peer institutions.

BAND	Minimum (annual*)	Minimum (hourly)	Maximum (annual*)	Maximum (hourly)
1	\$23,000	\$11.06	\$34,500	\$16.59
2	\$25,930	\$12.47	\$40,190	\$19.32
3	\$29,250	\$14.06	\$46,800	\$22.50
4	\$33,630	\$16.17	\$53,820	\$25.87
5	\$37,950	\$18.25	\$62,620	\$30.10
6	\$43,640	\$20.98	\$72,010	\$34.62
7	\$51,400	\$24.71	\$87,380	\$42.01
8	\$61,680	\$29.65	\$104,860	\$50.41
9	\$72,670	\$34.94	\$127,180	\$61.14
10	\$90,840	\$43.67	\$158,970	\$76.43

\*annual salaries are based on 2080 annual hours (40 hours/week x 12 months)

# Example

- 9 month, \$13.00 ph, NE, FT, 1475 hr/yr, \$19,175, gr 8
- Band Placement – 2, \$12.47 ph
- Band Placement – 3, \$14.06 ph
- If Band 2 – salary above minimum; no bring to minimum adjustment
- If Band 3 – salary below minimum , adjustment will be \$1.06 ph more which equals 8.1% adjustment

*May 1, 2012*


- Implement new compensation structure
- Adjust salaries to bring to minimum of band

# *Future Issues*

- Compression Review
- Market Comparison
- Performance Management
- Progression within the Bands

# 2012-2013 Salary Increase

- All staff with satisfactory or better performance will receive a 2.0% salary increase.
- Minimum increase will be \$561.60 based on full-time status (12 month, 2080 annual hours) or prorated working less than 2080 hours annually.
- Cost of Basic Goods and Services

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- Staff salaries more than 5% above the band will receive flat dollar increase (\$561.60) based on full-time 12 month, 2080 hours a year schedule or prorated.
  - Meritorious performance



Questions?