

Staff Town Hall Meeting November 7, 2018

Compensation, Classification, etc,

Staff Pay Plan: General Information

- Current number of staff in the plan: 363
- Market-based Plan
 - Positions are classified based on market comparisons
- Higher education-specific positions are compared to a relevant group of 46 institutions who share similar characteristics with UNA:
 - Public
 - Master's Level
 - Southeast Region
 - Enrollment (5,000 to 15,000)
- Positions not specific to higher education are compared to the 46 institution group above but also to benchmark positions in ONET (based on DOL and BLS information) for the relevant recruitment area.

Higher Education Comparison Group

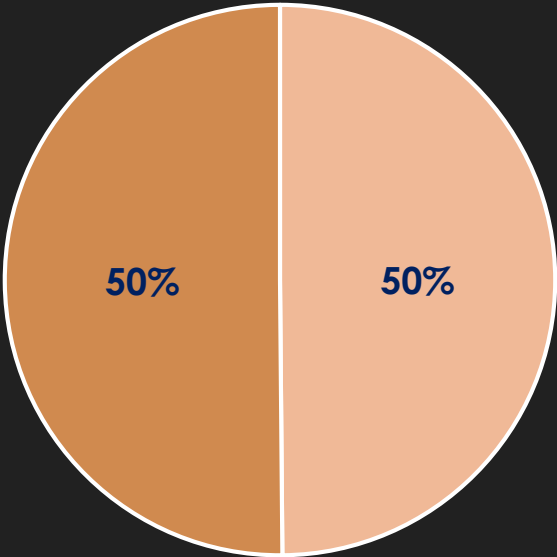
Alabama State University	AL	Marshall University	WV	Stephen F. Austin State University	TX	University of North Florida	FL
Arkansas State University-Jonesboro	AR	McNeese State University	LA	Tarleton State University	TX	University of North Georgia	GA
Arkansas Tech University	AR	Morehead State University	KY	Tennessee Technological University	TN	University of Tennessee-Chattanooga	TN
Armstrong State University	GA	Murray State University	KY	Texas A & M International University	TX	University of Tennessee at Martin	TN
Austin Peay State University	TN	Nicholls State University	LA	Troy University	AL	University of Texas at Tyler	TX
Christopher Newport University	VA	Northeastern State Univ.	OK	University of Central Arkansas	AR	University of West Georgia	GA
Coastal Carolina University	SC	Northern Kentucky Univ.	KY	University of Central Oklahoma	OK	Valdosta State University	GA
College of Charleston	SC	Prairie View A & M University	TX	University of Houston - Clear Lake	TX	Western Carolina University	NC
Eastern Kentucky University	KY	Radford University	VA	University of Louisiana at Monroe	LA	West Texas A & M University	TX
Florida Gulf Coast University	FL	Salisbury University	MD	University of North Alabama	AL	Winthrop University	SC
Georgia College & State University	GA	Southeastern Louisiana Univ.	LA	University of North Carolina-Pembroke	NC		
Jacksonville State University	AL	Southern Univ.-Baton Rouge	LA	University of North Carolina Wilmington	NC	<i>bold print denotes Division I institution</i>	67%

Is the salary plan current?

- Yes!
- For the first time since its inception in 2008, the plan is fully updated.
- In 2017, we were fully updated minus 4 months.
- Keeping it updated requires a reclassification survey every 3 years.
 - Occupied positions will not be decreased

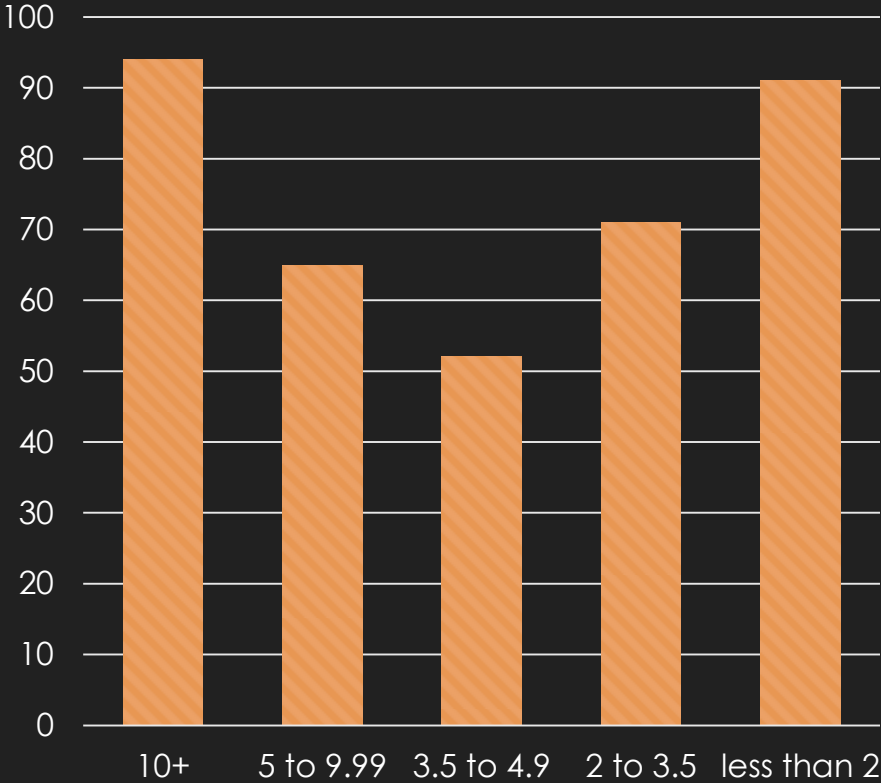
Current Statistics in UNA Classified Staff Compensation

Classified Staff in Plan: 363



■ At or Above Midpoint ■ Progressing to Midpoint

Years in Current Staff Position



How does a staff member make progress through the plan?

- When we have full funding in place, it should take someone 5 years to progress from minimum to midpoint.
- If a person starts in a position (whether by hire or promotion), the 5-year clock re-starts.
- The database takes the difference between the minimum and the midpoint and divides it by 1825 days and calculates a target salary based on the number of days in the position.
 - A PTM increase is calculated by the system when the actual salary is less than the target salary.
 - If the hire/promotion salary is above the minimum, the employee will not immediately start receiving PTM increases.

Will the December 1, 2018 COLA increase the grades?

- Yes!!
- As in 2016, the grades will be increased by the 2.5% cost-of-living adjustment.
- The pay chart will then be updated on the website

**You should receive an email before Thanksgiving confirming your December 1, 2018 salary

How do staff members move past the midpoint salary?

Good Question...

