

Jackson State Community College

July 1, 2005
Compensation Equity Plan

October 27, 2006
CEP Review

Presented By:
Horace W. Chase
V.P. for Financial & Administrative Affairs

Objectives :

- **Share most current information relative to CEP**
- **Clarify compensation “Terminology”**
- **Ensure that employees understand how to read pay scales**
- **Make sure that employees understand current stage of implementation and how it affects them**
- **Make certain that employees understand requirements for full implementation**

Compensation Terminology

- Minimum** - **Staff: Lowest pay for a Job grade**
Faculty: Lowest pay based on Rank & Degree
- Target** - **Desired Salary Based On:**
Staff: Job Grade and Years of Employment at JSCC
Faculty: Rank, Degree, and Years of Experience
- Mid-point (Market)** - **Average pay for a position on the open market**
- CPI** - **An indexed prepared by the Department of Labor which measures average changes in prices of goods and services**

Recap

2005-2006

CEP Phase I

- 2005-2006(ATB) 3% ▶ \$299,570
- 2005-2006(Benefits Relative to 3%(ATB) @ 18%) ▶ 53,925
- 2005-2006 (Pd to Implement Phase I) ▶ 199,714
- 2005-2006 (Benefits Relative To Equity Adj. @ 18%) ▶ 35,950
- TOTAL ▶ \$589,159

Assured that all employees were at least at their minimum

U. S. Dept of Labor Bureau of Labor & Statistics

- **CPI @ December 2005 = 3.4%**
- **2006-2007 Pay Scales Reflects CPI Adjustment**

FY'06-07 Pro-tech Indexed Scale

2006-07

Professional/Technical Employees Progressive Scale

Job Grade	Minimum	1 year of JSCC service	2 years of JSCC service	3 years of JSCC service	4 years of JSCC service	5 years of JSCC service	6 years of JSCC service	7 years of JSCC service	Midpoint	Maximum
1	\$ 28,600.91	\$ 29,622.37	\$ 30,643.83	\$ 31,665.29	\$ 32,686.76	\$ 33,708.22	\$ 34,729.68	\$ 35,751.14	\$ 35,751.14	\$ 42,901.
2	\$ 30,590.33	\$ 31,682.84	\$ 32,775.35	\$ 33,867.86	\$ 34,960.37	\$ 36,052.89	\$ 37,145.40	\$ 38,237.91	\$ 38,237.91	\$ 45,885.
3	\$ 32,579.74	\$ 33,743.31	\$ 34,906.87	\$ 36,070.43	\$ 37,233.99	\$ 38,397.55	\$ 39,561.12	\$ 40,724.68	\$ 40,724.68	\$ 48,869.
4	\$ 34,569.16	\$ 35,803.77	\$ 37,038.39	\$ 38,273.00	\$ 39,507.61	\$ 40,742.22	\$ 41,976.84	\$ 43,211.45	\$ 43,211.45	\$ 51,853.
5	\$ 36,558.58	\$ 37,864.24	\$ 39,169.90	\$ 40,475.57	\$ 41,781.23	\$ 43,086.89	\$ 44,392.56	\$ 45,698.22	\$ 45,698.22	\$ 54,837.
6	\$ 38,547.99	\$ 39,924.71	\$ 41,301.42	\$ 42,678.13	\$ 44,054.85	\$ 45,431.56	\$ 46,808.28	\$ 48,184.99	\$ 48,184.99	\$ 57,821.
7	\$ 40,537.41	\$ 41,985.17	\$ 43,432.94	\$ 44,880.70	\$ 46,328.47	\$ 47,776.23	\$ 49,223.99	\$ 50,671.76	\$ 50,671.76	\$ 60,806.
8	\$ 42,526.82	\$ 44,045.64	\$ 45,564.45	\$ 47,083.27	\$ 48,602.08	\$ 50,120.90	\$ 51,639.71	\$ 53,158.53	\$ 53,158.53	\$ 63,790.
9	\$ 44,516.24	\$ 46,106.11	\$ 47,695.97	\$ 49,285.84	\$ 50,875.70	\$ 52,465.57	\$ 54,055.43	\$ 55,645.30	\$ 55,645.30	\$ 66,774.
10	\$ 46,505.66	\$ 48,166.57	\$ 49,827.49	\$ 51,488.40	\$ 53,149.32	\$ 54,810.24	\$ 56,471.15	\$ 58,132.07	\$ 58,132.07	\$ 69,758.
11	\$ 48,495.07	\$ 50,227.04	\$ 51,959.01	\$ 53,690.97	\$ 55,422.94	\$ 57,154.91	\$ 58,886.87	\$ 60,618.84	\$ 60,618.84	\$ 72,742.
12	\$ 50,484.49	\$ 52,287.50	\$ 54,090.52	\$ 55,893.54	\$ 57,696.56	\$ 59,499.57	\$ 61,302.59	\$ 63,105.61	\$ 63,105.61	\$ 75,726.
13	\$ 52,473.90	\$ 54,347.97	\$ 56,222.04	\$ 58,096.11	\$ 59,970.18	\$ 61,844.24	\$ 63,718.31	\$ 65,592.38	\$ 65,592.38	\$ 78,710.
14	\$ 54,463.32	\$ 56,408.44	\$ 58,353.56	\$ 60,298.68	\$ 62,243.79	\$ 64,188.91	\$ 66,134.03	\$ 68,079.15	\$ 68,079.15	\$ 81,694.
15	\$ 56,452.74	\$ 58,468.90	\$ 60,485.07	\$ 62,501.24	\$ 64,517.41	\$ 66,533.58	\$ 68,549.75	\$ 70,565.92	\$ 70,565.92	\$ 84,679.
16	\$ 58,442.15	\$ 60,529.37	\$ 62,616.59	\$ 64,703.81	\$ 66,791.03	\$ 68,878.25	\$ 70,965.47	\$ 73,052.69	\$ 73,052.69	\$ 87,663.

FY'06-07 Classified Indexed Scale

2006-07
Classified Employee Progressive Scale

Job Grade	Minimum	1 year of JSCC service	2 years of JSCC service	3 years of JSCC service	4 years of JSCC service	5 years of JSCC service	6 years of JSCC service	7 years of JSCC service	Midpoint	Maximum
1	\$ 16,267.80	\$ 16,848.80	\$ 17,429.79	\$ 18,010.78	\$ 18,591.77	\$ 19,172.77	\$ 19,753.76	\$ 20,334.75	\$ 20,334.75	\$ 24,401.70
2	\$ 18,086.96	\$ 18,732.92	\$ 19,378.88	\$ 20,024.85	\$ 20,670.81	\$ 21,316.77	\$ 21,962.73	\$ 22,608.70	\$ 22,608.70	\$ 27,130.44
3	\$ 19,822.46	\$ 20,530.41	\$ 21,238.35	\$ 21,946.30	\$ 22,654.24	\$ 23,362.19	\$ 24,070.13	\$ 24,778.08	\$ 24,778.08	\$ 29,733.69
4	\$ 20,951.59	\$ 21,699.86	\$ 22,448.13	\$ 23,196.40	\$ 23,944.67	\$ 24,692.94	\$ 25,441.22	\$ 26,189.49	\$ 26,189.49	\$ 31,427.38
5	\$ 22,352.54	\$ 23,150.85	\$ 23,949.15	\$ 24,747.46	\$ 25,545.76	\$ 26,344.07	\$ 27,142.37	\$ 27,940.68	\$ 27,940.68	\$ 33,528.82
6	\$ 23,272.58	\$ 24,103.74	\$ 24,934.90	\$ 25,766.07	\$ 26,597.23	\$ 27,428.39	\$ 28,259.56	\$ 29,090.72	\$ 29,090.72	\$ 34,908.86
7	\$ 24,568.98	\$ 25,446.44	\$ 26,323.91	\$ 27,201.37	\$ 28,078.83	\$ 28,956.30	\$ 29,833.76	\$ 30,711.22	\$ 30,711.22	\$ 36,853.47
8	\$ 26,032.66	\$ 26,962.40	\$ 27,892.14	\$ 28,821.88	\$ 29,751.62	\$ 30,681.35	\$ 31,611.09	\$ 32,540.83	\$ 32,540.83	\$ 39,049.00
9	\$ 27,391.80	\$ 28,370.08	\$ 29,348.36	\$ 30,326.63	\$ 31,304.91	\$ 32,283.19	\$ 33,261.47	\$ 34,239.75	\$ 34,239.75	\$ 41,087.70
10	\$ 29,151.04	\$ 30,192.15	\$ 31,233.26	\$ 32,274.37	\$ 33,315.47	\$ 34,356.58	\$ 35,397.69	\$ 36,438.80	\$ 36,438.80	\$ 43,726.56
11	\$ 30,910.27	\$ 32,014.21	\$ 33,118.15	\$ 34,222.09	\$ 35,326.03	\$ 36,429.96	\$ 37,533.90	\$ 38,637.84	\$ 38,637.84	\$ 46,365.41
12	\$ 32,669.50	\$ 33,836.27	\$ 35,003.04	\$ 36,169.81	\$ 37,336.58	\$ 38,503.34	\$ 39,670.11	\$ 40,836.88	\$ 40,836.88	\$ 49,004.26
13	\$ 34,428.75	\$ 35,658.34	\$ 36,887.94	\$ 38,117.54	\$ 39,347.14	\$ 40,576.74	\$ 41,806.33	\$ 43,035.93	\$ 43,035.93	\$ 51,643.12
14	\$ 36,187.98	\$ 37,480.41	\$ 38,772.83	\$ 40,065.26	\$ 41,357.69	\$ 42,650.12	\$ 43,942.55	\$ 45,234.97	\$ 45,234.97	\$ 54,281.97
15	\$ 37,947.22	\$ 39,302.48	\$ 40,657.74	\$ 42,012.99	\$ 43,368.25	\$ 44,723.51	\$ 46,078.77	\$ 47,434.02	\$ 47,434.02	\$ 56,920.83

FY'06-07 Faculty Indexed Scales

Instructor--9 Month

Increase for Years of Service

\$517

	Bachelors	Masters	Masters + 45
0	\$ 32,571.00	\$ 34,122.00	\$ 34,949.20
1	\$ 33,088.00	\$ 34,639.00	\$ 35,466.20
2	\$ 33,605.00	\$ 35,156.00	\$ 35,983.20
3	\$ 34,122.00	\$ 35,673.00	\$ 36,500.20
4	\$ 34,639.00	\$ 36,190.00	\$ 37,017.20
5	\$ 35,156.00	\$ 36,707.00	\$ 37,534.20
6	\$ 35,673.00	\$ 37,224.00	\$ 38,051.20
7	\$ 36,190.00	\$ 37,741.00	\$ 38,568.20
8	\$ 36,707.00	\$ 38,258.00	\$ 39,085.20
9	\$ 37,224.00	\$ 38,775.00	\$ 39,602.20
10	\$ 37,741.00	\$ 39,292.00	\$ 40,119.20
11	\$ 38,258.00	\$ 39,809.00	\$ 40,636.20
12	\$ 38,775.00	\$ 40,326.00	\$ 41,153.20
13	\$ 39,292.00	\$ 40,843.00	\$ 41,670.20
14	\$ 39,809.00	\$ 41,360.00	\$ 42,187.20
15+	\$ 40,326.00	\$ 41,877.00	\$ 42,704.20

Assistant Professor - 9 Month

Increase for Years of Service

\$517

	Bachelors	Masters	Masters + 45	Doctorate
0	\$34,639	\$36,190	\$37,017	\$38,775
1	\$35,156	\$36,707	\$37,534	\$39,292
2	\$35,673	\$37,224	\$38,051	\$39,809
3	\$36,190	\$37,741	\$38,568	\$40,326
4	\$36,707	\$38,258	\$39,085	\$40,843
5	\$37,224	\$38,775	\$39,602	\$41,360
6	\$37,741	\$39,292	\$40,119	\$41,877
7	\$38,258	\$39,809	\$40,636	\$42,394
8	\$38,775	\$40,326	\$41,153	\$42,911
9	\$39,292	\$40,843	\$41,670	\$43,428
10	\$39,809	\$41,360	\$42,187	\$43,945
11	\$40,326	\$41,877	\$42,704	\$44,462
12	\$40,843	\$42,394	\$43,221	\$44,979
13	\$41,360	\$42,911	\$43,738	\$45,496
14	\$41,877	\$43,428	\$44,255	\$46,013
15+	\$42,394	\$43,945	\$44,772	\$46,530

Associate Professor - 9 Month

Increase for Years of Service

\$827

	Bachelors	Masters	Masters + 45	Doctorate
0	\$36,707	\$38,258	\$39,085	\$40,843
1	\$37,534	\$39,085	\$39,912	\$41,670
2	\$38,361	\$39,912	\$40,740	\$42,497
3	\$39,189	\$40,740	\$41,567	\$43,325
4	\$40,016	\$41,567	\$42,394	\$44,152
5	\$40,843	\$42,394	\$43,221	\$44,979
6	\$41,670	\$43,221	\$44,048	\$45,806
7	\$42,497	\$44,048	\$44,876	\$46,633
8	\$43,325	\$44,876	\$45,703	\$47,461
9	\$44,152	\$45,703	\$46,530	\$48,288
10	\$44,979	\$46,530	\$47,357	\$49,115
11	\$45,806	\$47,357	\$48,184	\$49,942
12	\$46,633	\$48,184	\$49,012	\$50,769
13	\$47,461	\$49,012	\$49,839	\$51,597
14	\$48,288	\$49,839	\$50,666	\$52,424
15+	\$49,115	\$50,666	\$51,493	\$53,251

Professor--9 Month

Increase for Years of Service \$1,137

	Doctor
0	\$42,911
1	\$44,048
2	\$45,186
3	\$46,323
4	\$47,461
5	\$48,598
6	\$49,735
7	\$50,873
8	\$52,010
9	\$53,148
10	\$54,285
11	\$55,422
12	\$56,560
13	\$57,697
14	\$58,835
15+	\$59,972

Illustration Pro-tech Scale

2006-07

Professional/Technical Employees Progressive Scale

	Employee w/4 yrs of employment at Job Grade 4
	New employee Job Grade 5
	Employee w/12 yrs of employment Job Grade 6

Job Grade	Minimum	1 yr of JSCC service	2 yrs of JSCC service	3 yrs of JSCC service	4 yrs of JSCC service	5 yrs of JSCC service	6 yrs of JSCC service	7 yrs of JSCC service	Midpoint	Maximum
1	\$ 28,600.91	\$ 29,622.37	\$ 30,643.83	\$ 31,665.29	\$ 32,686.76	\$ 33,708.22	\$ 34,729.68	\$ 35,751.14	\$ 35,751.14	\$ 42,901.37
2	\$ 30,590.33	\$ 31,682.84	\$ 32,775.35	\$ 33,867.86	\$ 34,960.37	\$ 36,052.89	\$ 37,145.40	\$ 38,237.91	\$ 38,237.91	\$ 45,885.49
3	\$ 32,579.74	\$ 33,743.31	\$ 34,906.87	\$ 36,070.43	\$ 37,233.99	\$ 38,397.55	\$ 39,561.12	\$ 40,724.68	\$ 40,724.68	\$ 48,869.62
4	\$ 34,569.16	\$ 35,803.77	\$ 37,038.39	\$ 38,273.00	\$ 39,507.61	\$ 40,742.22	\$ 41,976.84	\$ 43,211.45	\$ 43,211.45	\$ 51,853.74
5	\$ 36,558.58	\$ 37,864.24	\$ 39,169.90	\$ 40,475.57	\$ 41,781.23	\$ 43,086.89	\$ 44,392.56	\$ 45,698.22	\$ 45,698.22	\$ 54,837.86
6	\$ 38,547.99	\$ 39,924.71	\$ 41,301.42	\$ 42,678.13	\$ 44,054.85	\$ 45,431.56	\$ 46,808.28	\$ 48,184.99	\$ 48,184.99	\$ 57,821.99
7	\$ 40,537.41	\$ 41,985.17	\$ 43,432.94	\$ 44,880.70	\$ 46,328.47	\$ 47,776.23	\$ 49,223.99	\$ 50,671.76	\$ 50,671.76	\$ 60,806.11
8	\$ 42,526.82	\$ 44,045.64	\$ 45,564.45	\$ 47,083.27	\$ 48,602.08	\$ 50,120.90	\$ 51,639.71	\$ 53,158.53	\$ 53,158.53	\$ 63,790.24
9	\$ 44,516.24	\$ 46,106.11	\$ 47,695.97	\$ 49,285.84	\$ 50,875.70	\$ 52,465.57	\$ 54,055.43	\$ 55,645.30	\$ 55,645.30	\$ 66,774.36
10	\$ 46,505.66	\$ 48,166.57	\$ 49,827.49	\$ 51,488.40	\$ 53,149.32	\$ 54,810.24	\$ 56,471.15	\$ 58,132.07	\$ 58,132.07	\$ 69,758.48

Illustration

Faculty Scale-Assis



Employee w/4 yrs of experience & a Master's Degree

New Employee w/0 yrs of experience & a Master's Degree

Employee w/18 yrs of experience & a Master's Degree

	Bachelors	Masters	Masters + 45	Doctorate
0	\$34,639	\$36,190	\$37,017	\$38,775
1	\$35,156	\$36,707	\$37,534	\$39,292
2	\$35,673	\$37,224	\$38,051	\$39,809
3	\$36,190	\$37,741	\$38,568	\$40,326
4	\$36,707	\$38,258	\$39,085	\$40,843
5	\$37,224	\$38,775	\$39,602	\$41,360
6	\$37,741	\$39,292	\$40,119	\$41,877
7	\$38,258	\$39,809	\$40,636	\$42,394
8	\$38,775	\$40,326	\$41,153	\$42,911
9	\$39,292	\$40,843	\$41,670	\$43,428
10	\$39,809	\$41,360	\$42,187	\$43,945
11	\$40,326	\$41,877	\$42,704	\$44,462
12	\$40,843	\$42,394	\$43,221	\$44,979
13	\$41,360	\$42,911	\$43,738	\$45,496
14	\$41,877	\$43,428	\$44,255	\$46,013
15+	\$42,394	\$43,945	\$44,772	\$46,530

Tennessee Board Of Regents
2% (ATB) 2006-2007

➤ Salaries	=	\$190,000
➤ Benefits	=	34,200
➤ Total		<u>\$224,200</u>

2006-2007

Phase II

Equity Adjustments

➤ 2006-2007 Equity Adjustments	▶ \$202,400
➤ 2006-2007 (Benefits Relative to Equity Adj @ 18%)	▶ <u>36,400</u>
TOTAL	\$238,800

2006-2007

Phase II

CEP

• 2006-2007 (ATB)2%	▶ \$190,000
• 2006-2007 (Benefits Relative to (ATB) @ 18%)	▶ 34,200
• 2006-2007 (Equity Adjustments)	▶ 202,400
• 2006-2007 (Benefits Relative to Equity Adj. @ 18%)	▶ <u>36,400</u>
TOTAL	\$463,000

Implementation of 2% Equity Adjustments Allowed By TBR for Regular Full-Time Permanent and Part-Time Permanent Employees

TOTAL ALLOWABLE ALLOCATION = \$ 202,400

Allocation Detail

% Of Total Equity

Administration	=	\$ 3,097	2%
Faculty	=	\$ 101,630	50%
Pro-tech	=	\$ 65,016	32%
Classified	=	<u>\$ 32,657</u>	<u>16%</u>
Total Allocation	=	\$ 202,400	100%


Result of TBR 2% Allocation

After 2% Allocation Allowed By TBR ALL

Faculty and Staff are at 89% of

Target or Higher

Phases of Implementation



➤ Total \$ needed to implement 5 yr CEP	\$1,003,800
➤ 2005-2006 \$ Paid to Implement Phase I	(199,714)
➤ 2006-2007 \$ Paid to Implement Phase II	<u>(202,400)</u>
\$ needed to fulfill implementation of 5 yr plan	\$ 601,686

To Be At 100% of Target After 2006-2007 Equity Adjustments

➤	Administration	=	\$ 33,441
➤	Faculty	=	\$299,639
➤	Pro-tech	=	\$145,255
➤	Classified	=	<u>\$123,351</u>
	Total		\$601,686

Note: Targets will Increase annually due to CPI, Years of Service, Years of Experience, Rank, and Degree Attainment.

Compensation Equity Plan 3 Year Projections

2007-2008 ▶ \$200,562

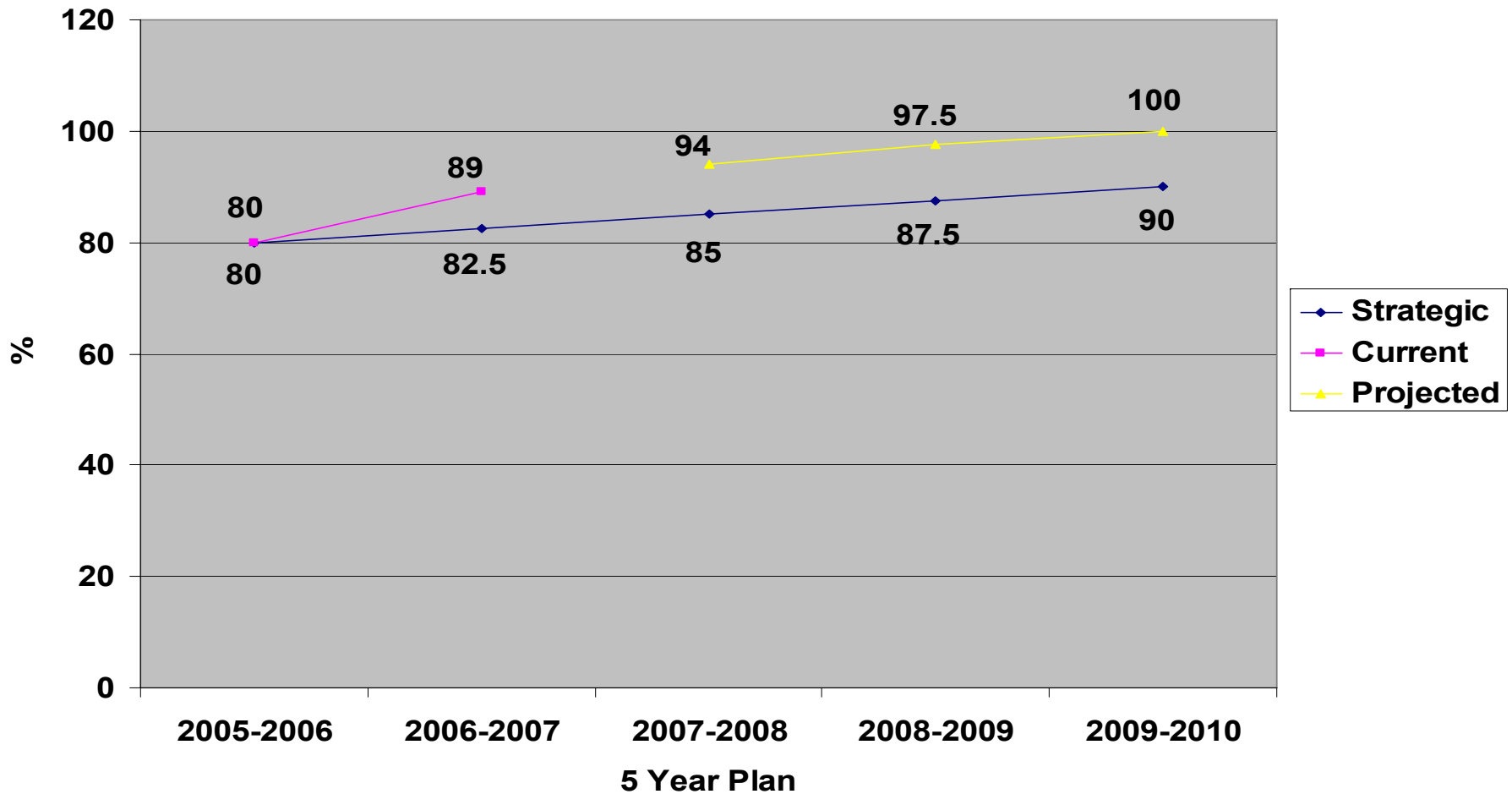
2008-2009 ▶ 200,562

2009-2010 ▶ 200,562

Total \$601,686

Strategic vs. Projected

Strategic vs. Projected



Probability of Fulfilling Compensation Equity Plan Is Contingent Upon

- **TBR Restrictions**
- **JSCC's Ability To Pay**
 - **Enrollment**
- **Allocation of Resources**
 - **Appropriations**
 - **Tuition & Fees**

October 2006 Payroll Check

- **\$350 Bonus-3 or More Years of Credible State Service**
 - **Equity Adjustments – Retro to July 1, 2006**
 - **Regular Payroll**

Jackson State Community College

Compensation Equity Plan

Q & A