Staff Compensation Program An Overview



Components of the Program

 Role & contribution based classification system

Market-based salary structures

Pay policies and practices



Role & Contribution Based Classification System

Each job is assigned a role a level a salary range



Market Based Salary Structures

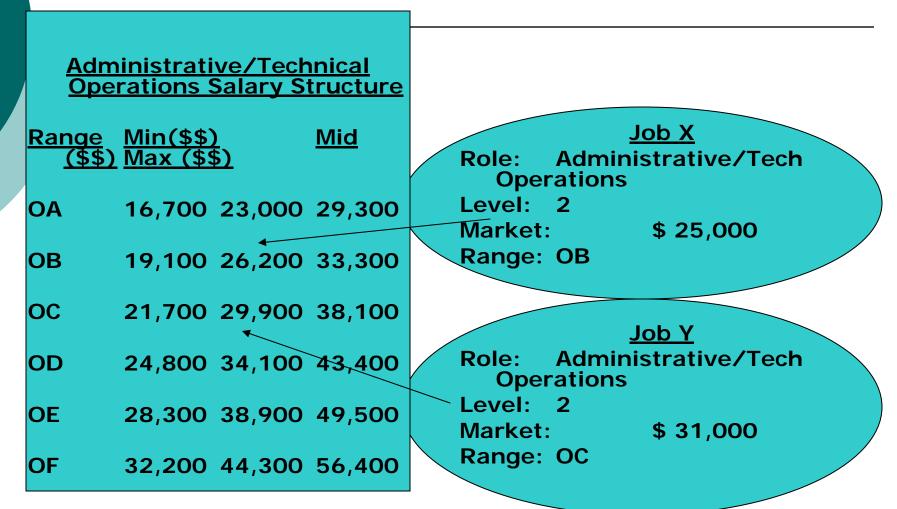
• A salary structure for every role

8-10 salary ranges for every role

 Salary range assigned based on market data for that job



Market Based Salary Structures



Total Rewards

Pay Policies & Practices

Designed to

- Be responsive
- Provide managerial authority and responsibility (as defined by division/school)
- Allow opportunities for managers to recognize and reward staff's within current job for
 - growing skills/competency
 - significant contribution & accomplishments
- Be market competitive

Note: Subject to division/school/department internal protocol and practices



Career & Salary Growth Opportunities

Person-based
Developmental Increase
Doword growth in indivi

- Reward growth in individual skills, competency, contribution
- Recognize increasing market value & increasing value to JHU
- Promote staff retention & return for JHU investment

Requires: Manager/HR Partnership & Developmental Plan

Job-based

Market-Based/Contribution Level Promotion

- Acknowledge most job changes to be within level
- Recognize meaningful job change supported by the market
- Reward significant job change to a higher level



Other Pay Policies & Practices

Departmental authority

- Salary offers up to salary range midpoint or market reference point, whichever is higher
- Salary offers up to salaries of current staff with comparable qualifications

Note: Subject to division/school/department internal protocol and practices



Other Pay Policies & Practices



- Lump sum cash award (e.g., critical business operational need, significant project)
- o University Guidelines

Note: Subject to division/school/department internal protocol and practices



Other Pay Policies & Practices

Annual Merit Increase

To reward performance during the prior year

Internal Equity Adjustment

To correct a salary inequity among staff

Market Equity Adjustment

To adjust salaries to market competitive level

<u>On-call Pay</u>

To pay staff for being available to report to work within a define period of time

Shift Differential Pay

To pay staff for working a designated shift according to departmental operational needs

