



# 2023 COMPENSATION STUDY

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# AGENDA

- STUDY OVERVIEW
- TERMS TO BE DEFINED
- COMPARATOR STUDY
- SALARY SURVEY RESEARCH
- STUDY FINDINGS + RECOMMENDATIONS
- SALARY STRUCTURE REVIEW
- QUESTIONS

# STUDY OVERVIEW

## GOAL

CONDUCT A COMPENSATION STUDY TO ENSURE PAY RANGES ARE COMPETITIVE WITH MARKET TO INFORM RECOMMENDATIONS FOR JOB PLACEMENT INTO THE SALARY STRUCTURES.

## OBJECTIVES

- ATTRACT AND RETAIN QUALIFIED EMPLOYEES.
- MAINTAIN A COMPETITIVE POSITION WITH OTHER COMPARABLE SCHOOL DISTRICTS AND RELATED MARKET.
- EVALUATE THE CURRENT SALARY STRUCTURES TO ENSURE ALIGNMENT WITH BSD CURRENT AND ANTICIPATED BUSINESS NEEDS.
- PROVIDE JUSTIFIABLE SALARY STRUCTURE RECOMMENDATIONS AND FEEDBACK FOR ONGOING MAINTENANCE.



# TERMS TO BE DEFINED

- **Midpoint (Column Q):** The average of Step 00 and Step 09 within the salary schedule, representing the middle point of the salary range.
- **Comparator Count:** The number of data points completed from different comparators in the compensation study.
- **MKT - AVG MIN:** The average of each comparator's minimum salary range for the role.
- **MKT - AVG MID:** The average of each comparator's midpoint salary range for the role, serving as a reference point for aligning compensation with market norms.
- **MKT - AVG MAX:** The average of each comparator's maximum salary range for the role.
- **Diff Min, Diff Mid, Diff Max:** The specific dollar amount difference between the organization's salary schedule (BSD) and the average of the comparator's salary ranges for minimum, midpoint, and maximum levels.
- **"BSD vs. Mkt Avg Min, Mid, Max"** shows how much the organization's minimum, midpoint, and maximum salaries differ from the average market rates.
- **Position in Market:** Indicates where the organization stands relative to the market in terms of salary competitiveness.
- **Aggregate:** A collection or sum of data points or values, often used to represent the overall or combined results of multiple measurements or analyses.

# COMPARATOR STUDY



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## COMPARATOR LIST

- Portland Public Schools
- Hillsboro School District
- Salem-Keizer Public Schools
- David Douglas School District
- Vancouver Public Schools

## COMPARATOR INFO

- Collected pay data from comparators
- At least 3 data points collected for 120 jobs

# SALARY SURVEY RESEARCH



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## **SURVEY DATABASE INFO**

Surveys: CompAnalyst and ERI

Scope: Industry: Education and Nonprofit

Size: 3,000 - 7,500 FTE

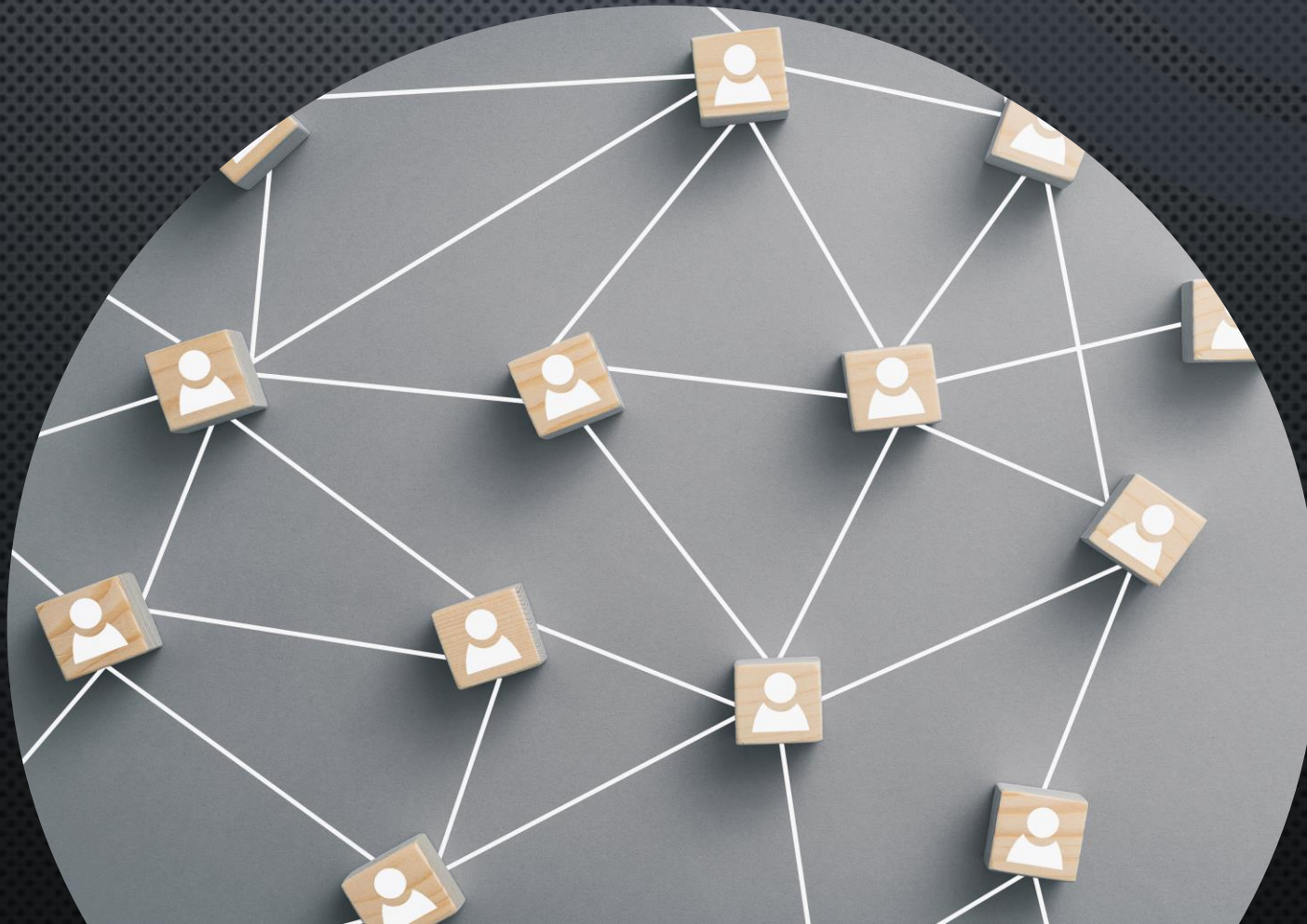
Revenue: \$600M+

Geography: Portland, OR and Vancouver, WA

Market Percentiles: 25th, 50th, 75th



# STUDY FINDINGS & RECOMMENDATIONS





# COMPARATOR STUDY FINDINGS

- Ranges on average are slightly lagging comparators
- The gap decreases as the ranges progress from Min to Max

## BSD Classified Salary Structures versus Comparator Market

MIN: BELOW (6.1%)



MID: BELOW (3.1%)

MAX: BELOW (0.9%)



# SALARY SURVEY RESEARCH FINDINGS

## BSD Pay Range Midpoints vs. Market 50<sup>th</sup> Percentile

The aggregate market position is 2.2% below the market for the jobs benchmarked to salary surveys.

# COMPENSATION STUDY FINDINGS

## JOB ROLES 10% OR MORE BELOW MARKET

- 20 Classified

## JOB ROLES 10% OR MORE ABOVE MARKET

- 16 Classified

## JOB ROLES WITH MARKET-BASED PAY INCREASE RECOMMENDATIONS

Job Group	Total Recommended (Jobs)
Support	11
Tech	7
Trade	1
Professional	1

Note: In conducting a comprehensive analysis and review with BSD, certain roles may demonstrate variances in market position with comparator data vs. market survey data; however, these adjustments are projected to position the majority of roles above the 90% threshold, enhancing our overall market competitiveness.



# SALARY STRUCTURE REVIEW

## BSD Pay Schedules

- Classified – 7 schedules

## General Observations

- Classified Schedules
  - Various number of levels
  - Most levels have 9 steps – some exceptions
  - Inconsistent differentials from level to level and step to step
  - Varied range spreads (distance from min to max of the pay range)



# SALARY STRUCTURE – FUTURE CONSIDERATIONS

**Update salary ranges to align with industry best practices and to maintain competitive positioning with the labor market.**

- Implement clear, consistent step-by-step progression for market and equity alignment.
- Establish guidelines for pay levels across job roles, functions, and levels within BSD.
- Maintain consistent differentials for fair pay progression.
- Determine market-aligned salary point based on benchmarking and competitive positioning.
- Regularly review salary structure for market and equity alignment.

# QUESTIONS?



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