



Drake University Staff Compensation

2001- Present
April, 2008



Salary Grade Structure

- Each position assigned to a grade
- Midpoint is the market reference point (median)
- Hiring range is the first quarter of the structure
- Progression through the range over time based on performance



Implementation Formula & Priorities

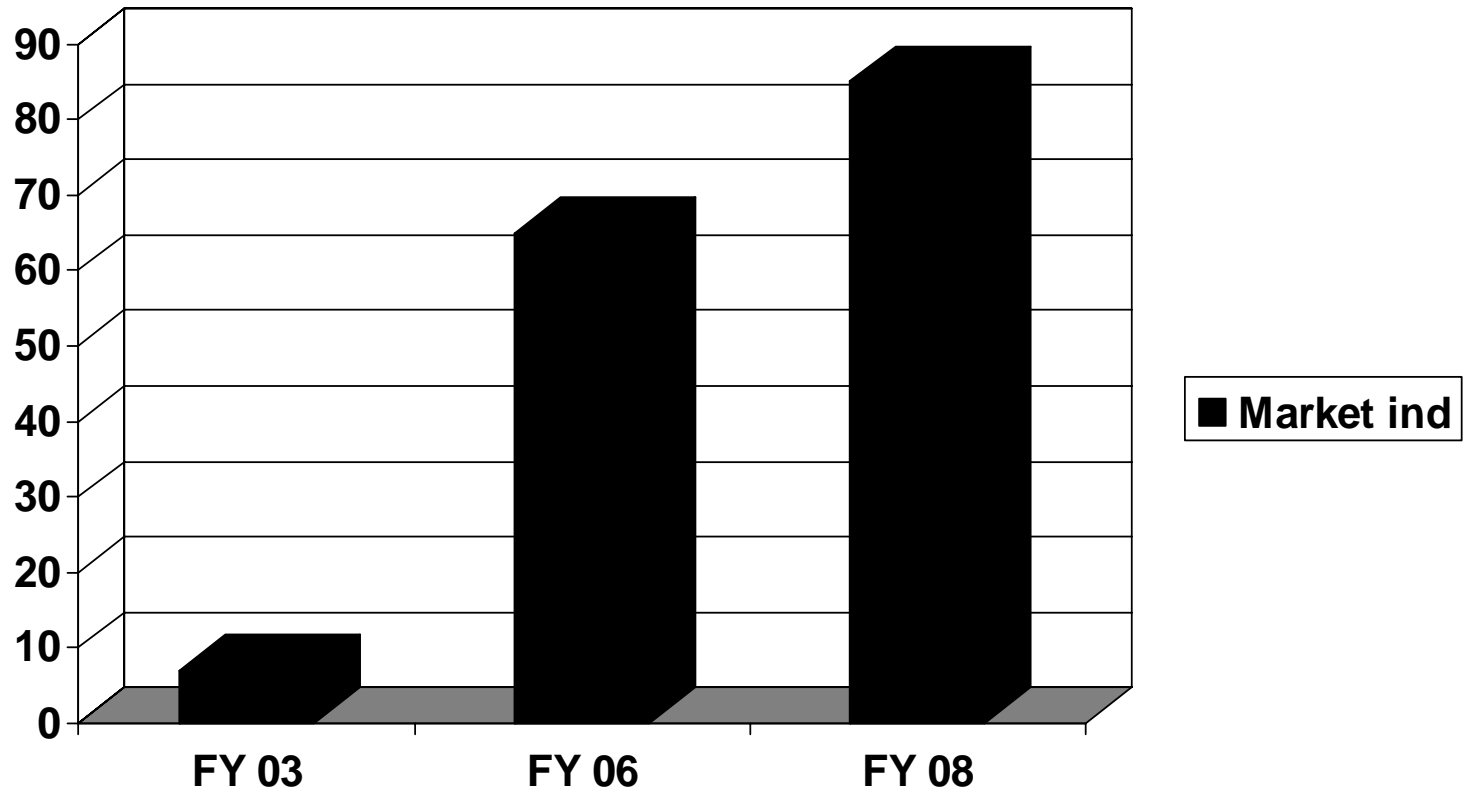
- Step One: 2002-2004
 - Bring all positions below minimum to minimum
 - Establish hiring ranges to ensure system is maintained going forward
- Step Two: 2004-2006
 - Achieve range penetration, as appropriate
 - 4 yrs – 25% range penetration
 - 7 yrs – Midpoint
 - Merit based decisions



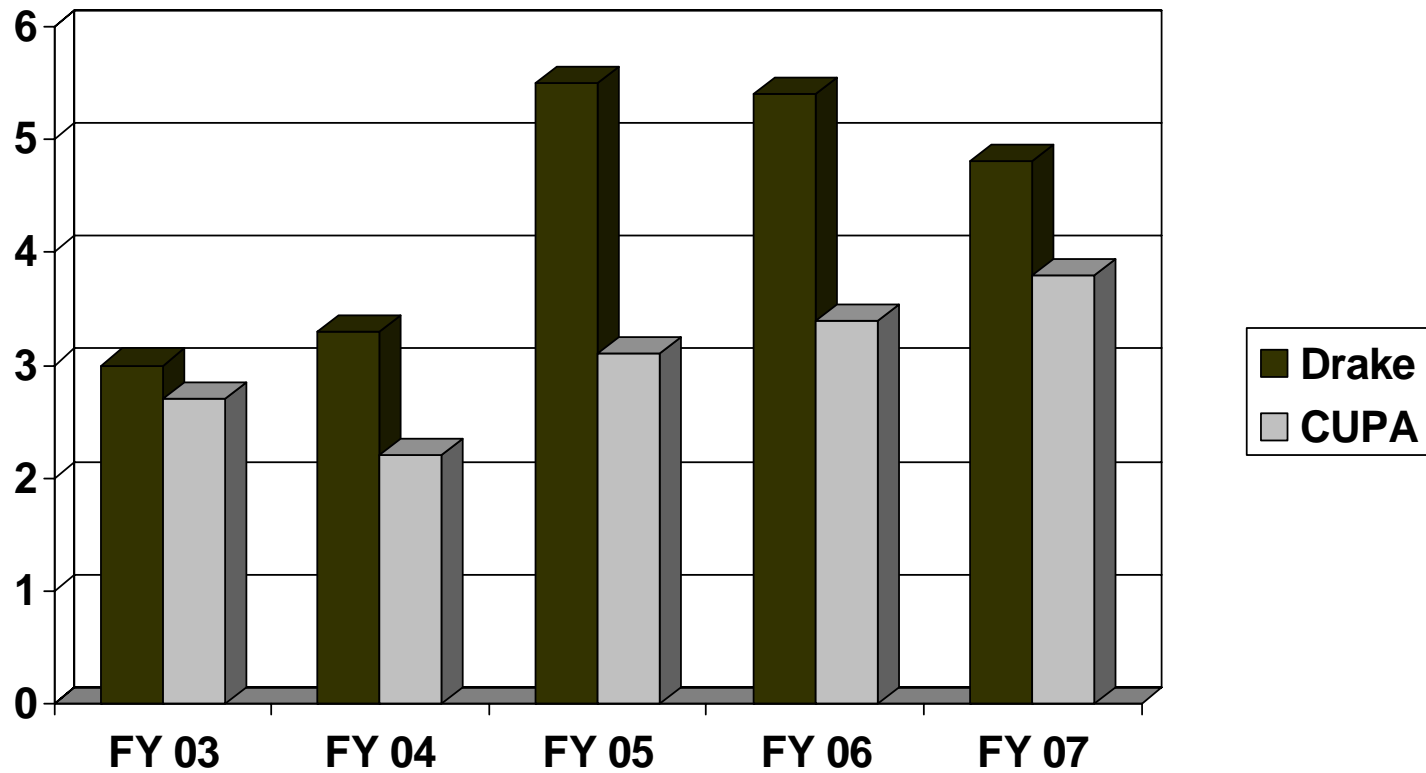
Implementation Formula & Priorities (con't)

- Step Three: 2006-2007
 - To reflect market changes, the salary structure was increased by 8%
 - A two-year implementation was developed based on the 4 and 7 year formula
 - Unit allocations continued to be distributed on the basis of merit

Positions at Market Indicators



Percentage Increases Drake vs. Other Institutions





Implementation Completed in FY 08

- Drake University completed implementation of the staff compensation project in FY 08.
- Annual allocations based on the implementation formula (4 and 7 year indicators) have ended.



Ongoing Market Analysis

- Staff salaries will be annually monitored for market changes, with changes made through the following:
 - Salary Grade Structure Increases
 - Position Upgrades



FY 09 – Goals

- New formula aimed at maintaining progress and ensuring greater consistency across all units
- Meaningful merit opportunity



FY 09 Salary Pool Allocations

Each unit leader is provided a pool of dollars for distribution on the basis of merit. The formula for each unit is as follows:

- Base merit pool
 - 3.5% of total base salaries
- Exceptional performance pool
 - 1.5% of 33% of total base salaries



Questions?

Contact Gary Johnson 271-4804 or Venessa Macro at 271-3962 with questions.