Compensation Study for Texas A&M Kingsville Staff

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Who Is Evergreen Solutions?

- **National Public Sector Consulting Experience**

  - ➤ **Work in 47 States**
  - ➤ **Over 1,200 Compensation and Classification Studies**
  - ➤ **Extensive Public Sector Human Resources Experience**
  - ➤ **Full-service Human Resources Consulting Practice**

- **Expertise**

  - ➤ **Higher Education Institutions**
  - ➤ **School Divisions**
  - ➤ **Local Governments**
  - ➤ **State Agencies**
  - ➤ **Quasi-Governmental Organizations**

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Overview

- Study Goals

- Project Phases

- Study Methodology

- Findings
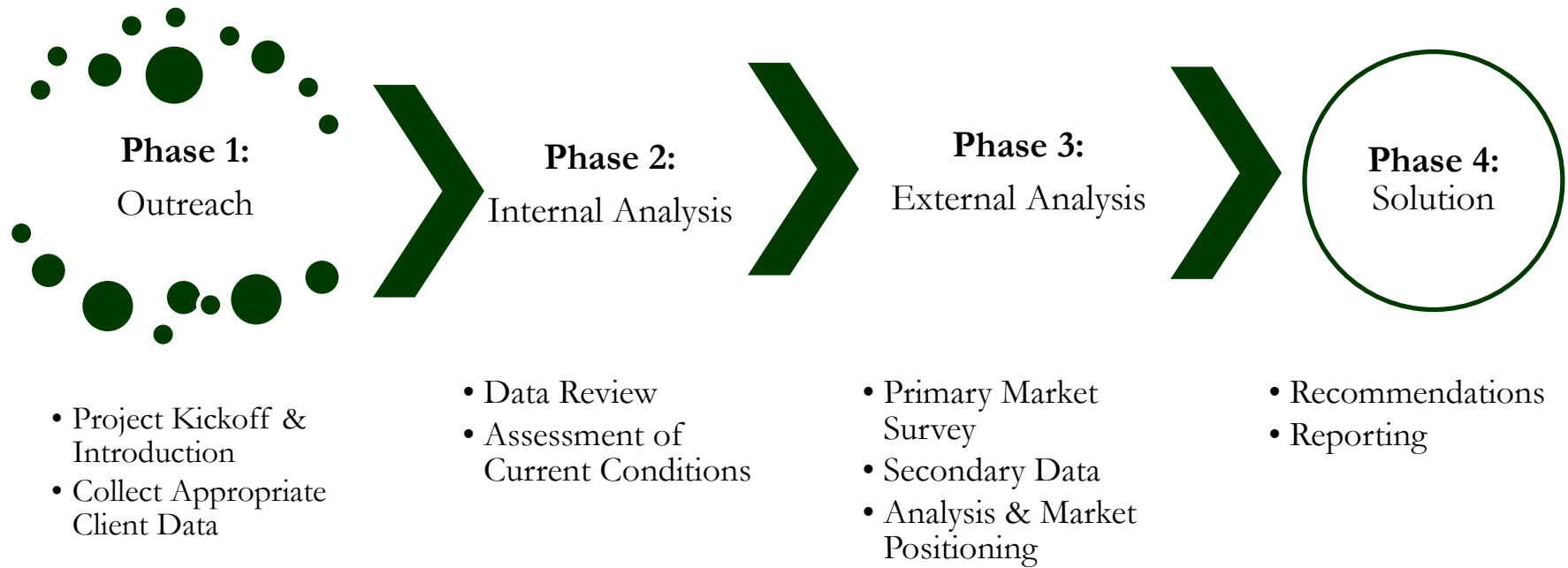
- Recommendations

- Next Steps

Study Goals

➢ Review the current compensation system to ensure internal equity.

➢ Survey peer organizations to ensure external equity.

➢ Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.

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Project Phases

Phase 1:
Outreach

Phase 2:
Internal Analysis

Phase 3:
External Analysis

Phase 4:
Solution

- Project Kickoff & Introduction
- Collect Appropriate Client Data

- Data Review
- Assessment of Current Conditions

- Primary Market Survey
- Secondary Data
- Analysis & Market Positioning

- Recommendations
- Reporting

Market Survey Methodology

➢ Organizations selected based on similarity, location, competitiveness, and more

➢ All results were adjusted for regional cost of living differences

➢ Staff- ranges were the focus of the comparison

Peer Respondents	Facutly	Staff
Texas A&M University - Kingsville		
City Of Kingsville		X
Florida A&M University	X	X
Jackson State University	X	X
Prairie View A&M University	X	X
Sam Houston State Univerisity	X	X
Tennessee State University	X	X
Texas A & M Corpus Christi	X	X
Texas A & M San Antonio	X	X
University of Idaho	X	X
University of New Orleans	X	X
University of North Florida	X	X
University of Texas Rio Grande Valley	X	X
University of Texas at Tyler	X	X
Texas Southern University	X	X

Economic Research Institute (ERI)

- ➢ 30 years
- ➢ Actual Salaries
- ➢ Percentiles
- ➢ Public Higher Education
- ➢ Can control for industry, location, size of organization etc..

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Findings-Staff (Primary)

Market Position (Including Outliers):
Minimum: 0.5%
Midpoint: -1.6%
Maximum: -2.9%

Market Position (Outliers Removed):
Minimum: 2.1%
Midpoint: 1.6%
Maximum: 1.3%

➢ Slightly ahead of the market at all points when outliers are removed

➢ More competitive with the market at the pay grade minimums

➢ Salary ranges were slightly narrower than peer average ranges

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Findings-Staff (ERI)

Market Position (Including Outliers):
10th Percentile: 14.9%
Average: 8.4%
Median: -4.9%
90th Percentile: -12%%

➢ Ahead of market at the minimum

➢ Average salaries slightly ahead of the market

➢ Fall behind the market at the median and 90th percentile

Staff Recommendations

1. **Remain in current system pay level**
2. **Adjust staff salaries based on market for incumbents below 6% of calculated midpoint.**
   I. *No increases for those within 6% or more of calculated midpoint*
   II. *Increase CAP at the 6% differential*
3. **Salary calculation based on Class Parity option**

30-Year Class Parity

➤ Based on time in current Position
➤ Adjusts for market
➤ Compression adjusted based on class

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Recommendations

Total Estimated Salary Cost- $172,213.95

Average Increase- $3,189.15

Staff Impacted - 54

- ✓ Conduct small-scale studies for difficult to recruit & high turnover positions
- ✓ Conduct full study every 3-5 years

Next Steps

- **Final Report**
- **Implementation**
  - Seek approval for budget allocation
  - Consider approach for increases with approved funding
- **Notification**
  - Summer 2024

Thank you