TTU Compensation Study
JAQ Preparation
January 13 & 14, 2011
Reward System Objectives

- Objectives for All Reward Systems
  - To be cost effective
  - To support the University’s operating priorities
  - To support the University’s culture
  - To motivate/encourage positive performance
Phases in the Study

- Conduct Wage & Hour job classification audit
- Assess current structure & actual pay relative to the external market.
- Address the approach and the process for determining internal relationships between positions.
- Integrate elements and calculate economic impact
Phases in the Study Cont’d

• Revise administrative policies and procedures
• Prepare an implementation plan
• Secure Board approval
Benefits

• Gain an understanding of the University’s current position relative to the market
• Restore credibility and confidence in the University’s Reward System
• Address currently unresolved pay issues
• Structure system so that it strategically supports the University’s aims
• Increase transparency and simplicity
Major Steps

- Job documentation
- Market analysis
- Job evaluation
- Address structural issues
- Analyze economic impact
- Revise pay administration policies
- Secure approvals
- Communicate to University staff
Your Role

- Help us make sure we’re starting from a solid foundation.
- Ask questions.
- Engage your employees in the process.
Your Views

• What are questions would like to see answered as an outcome of this study?

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