

AGENDA

PRESIDENT'S CABINET

Wednesday, October 25, 2023, 9:30 A.M.

Cutrell

- **Performance Point – Salary Consulting Firm**

- Kick-off Meeting to discuss process of salary study
- Consulting firm is currently reviewing all requested items (job descriptions, salary/hourly)
- Reviewed the results of last salary study 2015-2016
- Reviewed current salary objectives
 - Compare salaries & pay ranges to competitive market
 - Recommend pay range adjustments
 - Review job titles – recommend appropriate titles (if needed)
 - Address existing compression
- Important to communicate that the results of this study will not result in pay being taken away from anyone.
- Timeline:
 - Nov/Dec: Comparison to market (job descriptions, develop recommendations)
 - Jan: Compare market continuation, propose structure
 - Feb: Present findings and recommendations to leadership team
 - March: Report submitted to TBR by mid-March