



Wage Compensation Study Results: Employee Presentation

CBIZ Compensation Consulting

Introduction

WAGE COMPENSATION SCOPE

Civil service and administrative professionals

Market analysis of competitive base salary, total cash compensation, and benefits

Development of job architecture and salary structure

Recommendations and calculation of plan implementation costs

ABOUT CBIZ

National financial services and employee benefits consulting firm

Compensation consulting practice

- Team of compensation professionals
- Extensive experience within higher education

Compensation Study Results



Overview

Gathered current job documentation

Evaluated market competitive compensation tied to

- Higher education and broader data
 - Including a custom peer from from College and University Professional Association for Human Resources (CUPA)
- Adjusted to Macomb

Assessed benefits and total compensation

Designed new pay structure consisting of grades, each with a minimum and maximum level of pay

Prepared implementation recommendations

CUPA Peer List



- Appalachian State University (Boone, NC)
- Arkansas Tech University (Russellville, AR)
- Auburn University at Montgomery (Montgomery, AL)
- Austin Peay State University (Clarksville, TN)
- Bemidji State University (Bemidji, MN)
- Bowie State University (Bowie, MD)
- Bridgewater State University (Bridgewater, MA)
- Buffalo State College, State University of New York (Buffalo, NY)
- California State University-Monterey Bay (Seaside, CA)
- Central Washington University (Ellensburg, WA)
- Christopher Newport University (Newport News, VA)
- Coastal Carolina University (Conway, SC)
- College of Charleston (Charleston, SC)
- Columbus State University (Columbus, GA)
- Commonwealth University (Bloomsburg, PA)
- East Stroudsburg University of Pennsylvania (East Stroudsburg, PA)
- Eastern Illinois University (Charleston, IL)
- Eastern New Mexico University Main Campus (Portales, NM)
- Eastern Washington University (Cheney, WA)
- Emporia State University (Emporia, KS)
- Fitchburg State University (Fitchburg, MA)
- Fort Hays State University (Hays, KS)
- Frostburg State University (Frostburg, MD)
- Georgia College & State University (Milledgeville, GA)
- Grand Valley State University (Allendale, MI)
- Indiana University East (Richmond, IN)
- Indiana University Kokomo (Kokomo, IN)
- Indiana University South Bend (South Bend, IN)
- Indiana University Southeast (New Albany, IN)
- Jacksonville State University (Jacksonville, AL)
- James Madison University (Harrisonburg, VA)
- Kutztown University of Pennsylvania (Kutztown, PA)
- Longwood University (Farmville, VA)
- Louisiana State University Shreveport (Shreveport, LA)
- McNeese State University (Lake Charles, LA)
- Metropolitan State University (Saint Paul, MN)
- Metropolitan State University of Denver (Denver, CO)
- Millersville University of Pennsylvania (Millersville, PA)
- Minnesota State University Moorhead (Moorhead, MN)
- Minnesota State University, Mankato (Mankato, MN)
- Missouri Western State University (Saint Joseph, MO)
- Montclair State University (Montclair, NJ)
- Morehead State University (Morehead, KY)
- Murray State University (Murray, KY)

CUPA Peer List



Nicholls State University (Thibodaux, LA)

North Carolina Central University (Durham, NC)

Northeastern State University (Tahlequah, OK)

Northern Michigan University (Marquette, MI)

Northwest Missouri State University (Maryville, MO)

Northwestern State University (Natchitoches, LA)

Pennsylvania Western University (California, PA)

Pittsburg State University (Pittsburg, KS)

Plymouth State University (Plymouth, NH)

Purdue University Fort Wayne (Fort Wayne, IN)

Purdue University Northwest- Hammond (Hammond, IN)

Ramapo College of New Jersey (Mahwah, NJ)

Saginaw Valley State University (University Center, MI)

Salem State University (Salem, MA)

Salisbury University (Salisbury, MD)

Shippensburg University of Pennsylvania (Shippensburg, PA)

Slippery Rock University of Pennsylvania (Slippery Rock, PA)

Sonoma State University (Rohnert Park, CA)

Southeast Missouri State University (Cape Girardeau, MO)

Southern Connecticut State University (New Haven, CT)

Southern Illinois University Edwardsville (Edwardsville, IL)

Southern Oregon University (Ashland, OR)

Southern Utah University (Cedar City, UT)

Southwest Minnesota State University (Marshall, MN)

Southwestern Oklahoma State University (Weatherford, OK)

St. Cloud State University (Saint Cloud, MN)

State University of New York College at Brockport (Brockport, NY)

State University of New York College at Cortland (Cortland, NY)

State University of New York College at Old Westbury (Old Westbury, NY)

State University of New York College at Plattsburgh (Plattsburgh,

NY)

State University of New York Empire State College (Saratoga Springs, NY)

State University of New York at New Paltz (New Paltz, NY)

State University of New York at Oneonta (Oneonta, NY)

State University of New York at Oswego (Oswego, NY)

Stephen F. Austin State University (Nacogdoches, TX)

Texas A&M International University (Laredo, TX)

Truman State University (Kirksville, MO)

University At Buffalo, State University of New York (Buffalo, NY)

University of Alaska Anchorage (Anchorage, AK)

University of Central Missouri (Warrensburg, MO)

University of Central Oklahoma (Edmond, OK)

CUPA Peer List

University of Houston - Downtown (Houston, TX)

University of Illinois at Springfield (Springfield, IL)

University of Michigan-Dearborn (Dearborn, MI)

University of Minnesota Duluth (Duluth, MN)

University of Nebraska at Kearney (Kearney, NE)

University of North Alabama (Florence, AL)

University of North Carolina at Pembroke (Pembroke, NC)

University of Northern Iowa (Cedar Falls, IA)

University of Southern Indiana (Evansville, IN)

University of Southern Maine (Portland, ME)

University of Tennessee at Martin (Martin, TN)

University of Washington - Tacoma (Tacoma, WA)

University of Washington-Bothell Campus (Bothell, WA)

University of West Florida (Pensacola, FL)

University of Wisconsin-Eau Claire (Eau Claire, WI)

University of Wisconsin-La Crosse (La Crosse, WI)

University of Wisconsin-Platteville (Platteville, WI)

University of Wisconsin-River Falls (River Falls, WI)

University of Wisconsin-Stevens Point (Stevens Point, WI)

University of Wisconsin-Stout (Menomonie, WI)

University of Wisconsin-Superior (Superior, WI)

University of Wisconsin-Whitewater (Whitewater, WI)

Wayne State College (Wayne, NE)

William Paterson University of New Jersey (Wayne, NJ)

Winona State University (Winona, MN)

Winthrop University (Rock Hill, SC)

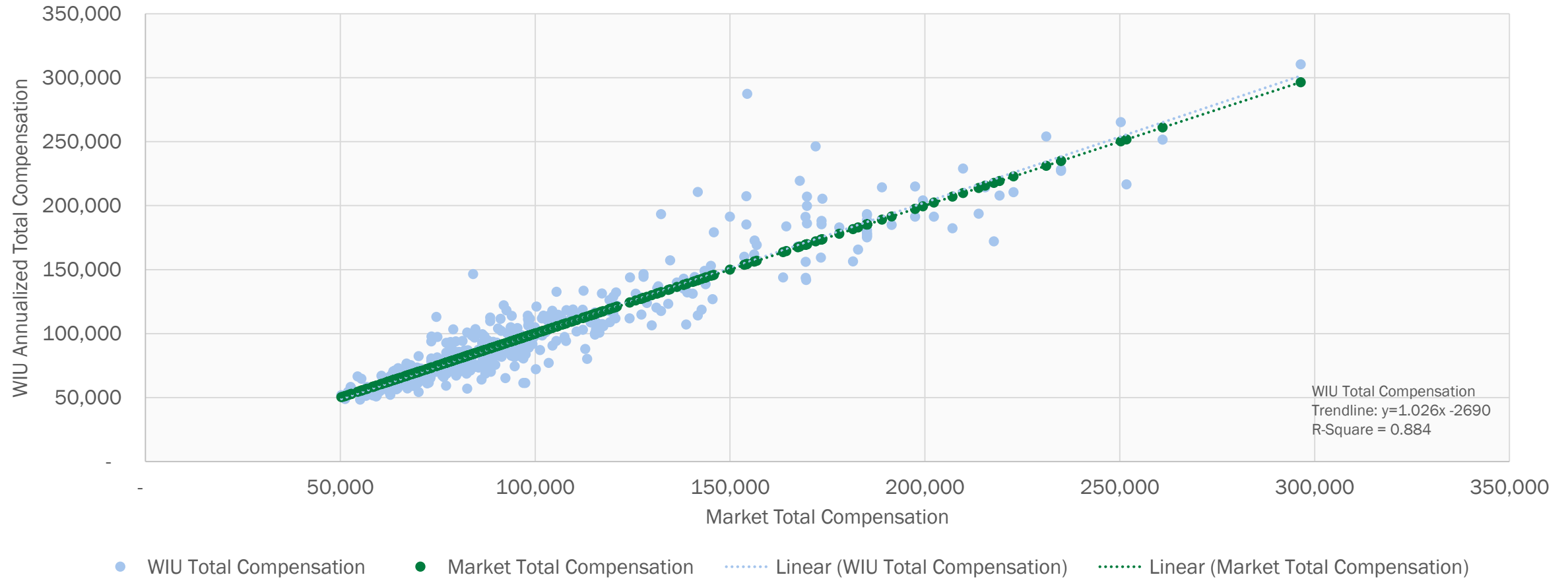
Worcester State University (Worcester, MA)

Youngstown State University (Youngstown, OH)

Base Salary Compared to Market 50th Percentile Base Salary



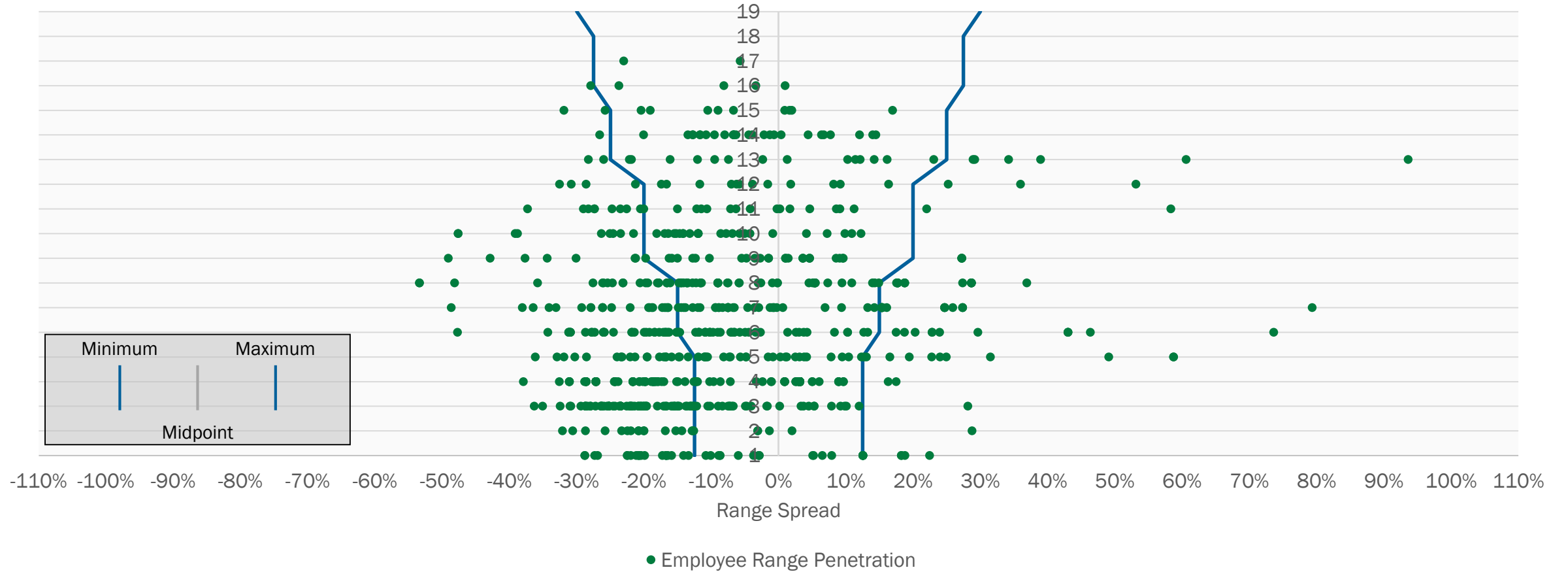
Total Compensation Compared to Market 50th Total Compensation



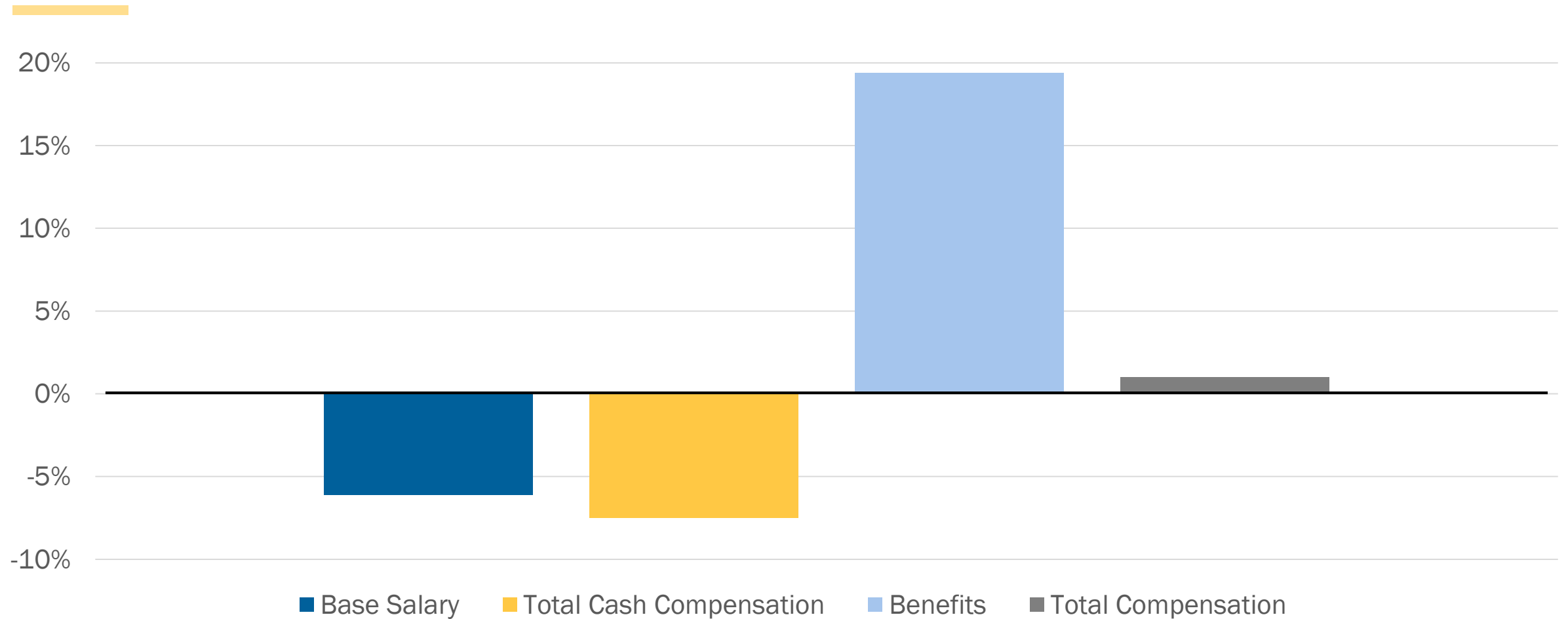
Pay Structure

| <i>Grade</i> | <i>Minimum</i> | <i>Midpoint</i> | <i>Maximum</i> | <i>Range Spread</i> | <i>Midpoint Differential</i> |
|--------------|----------------|-----------------|----------------|---------------------|------------------------------|
| 1 | \$30,285 | \$34,070 | \$37,856 | 25% | |
| 2 | \$33,313 | \$37,477 | \$41,642 | 25% | 10.0% |
| 3 | \$36,645 | \$41,225 | \$45,806 | 25% | 10.0% |
| 4 | \$40,309 | \$45,348 | \$50,386 | 25% | 10.0% |
| 5 | \$44,340 | \$49,882 | \$55,425 | 25% | 10.0% |
| 6 | \$47,714 | \$54,871 | \$62,028 | 30% | 10.0% |
| 7 | \$52,485 | \$60,358 | \$68,231 | 30% | 10.0% |
| 8 | \$57,734 | \$66,394 | \$75,054 | 30% | 10.0% |
| 9 | \$61,967 | \$74,361 | \$86,754 | 40% | 12.0% |
| 10 | \$69,403 | \$83,284 | \$97,165 | 40% | 12.0% |
| 11 | \$77,732 | \$93,278 | \$108,825 | 40% | 12.0% |
| 12 | \$87,837 | \$105,404 | \$122,972 | 40% | 13.0% |
| 13 | \$96,972 | \$121,215 | \$145,458 | 50% | 15.0% |
| 14 | \$111,518 | \$139,397 | \$167,277 | 50% | 15.0% |
| 15 | \$131,033 | \$163,792 | \$196,550 | 50% | 17.5% |
| 16 | \$154,157 | \$196,550 | \$238,943 | 55% | 20.0% |
| 17 | \$188,842 | \$240,774 | \$292,706 | 55% | 22.5% |
| 18 | \$245,495 | \$313,006 | \$380,517 | 55% | 30.0% |
| 19 | \$313,006 | \$406,908 | \$500,810 | 60% | 30.0% |

Employee Placement within the Proposed Pay Range



Total Compensation Analysis Position to Market



Salary Adjustment Considerations

| Category | Rationale | Cost | % of Payroll |
|-------------------------|---|--------------------|--------------|
| Increase to Minimum: | <ul style="list-style-type: none"> At risk of losing employees due to pay | \$1,311,945 | 2.8% |
| Compression Increase: | <ul style="list-style-type: none"> Alleviate pay compression based on time in role and performance Improve overall pay position | \$1,407,017 | 3.0% |
| Total Increases: | | \$2,718,962 | 5.8% |

Recommendations

Finalize Implementation Budget

CBIZ understands the challenge of implementing the entire recommendations immediately

Determine implementation budget

CBIZ can provide an implementation model

Potential adjustments

- Grade movement
 - Some jobs may need to be classified down or up a grade for internal equity
- Widening the pay ranges to reduce the below minimum and above maximum
- Discount the pay structure to reduce the below minimum amounts, reduce compression
- Less aggressive compression model
- Cap increases at a certain value (e.g., 15%)

Salary Actions

Increase the compensation of all employees to the minimum of their respective proposed salary ranges.

- The range minimum represents the level at which entry-level pay can be considered market-competitive.
- Implementation of the compensation plan should occur uniformly across all positions to avoid pay equity issues.

Consider the compression-based pay adjustments to improve the overall competitive position to the market and to alleviate internal inequities.

Annual Salary Planning

Budget for market competitive salary increases

Adjust structures annually to ensure:

- The new compensation system remains competitive for years to come
- Minimums stay competitive to the market
- Maximums stay appropriate

CBIZ will provide salary structure update factors for up to five years

CBIZ tracks data associated with cost of labor, not cost of living, changes

