




# Classification & Compensation Study

Results & Next Steps

# Introduction

- Focus of conversation on non-represented staff
- Chancellor's announcement
- Last week, the SIU Board of Trustees approved a salary increase plan
  - Ensure all employees are at pay grade minimums
  - Adjustments addressing issues of pay compression
  - Employees will receive a minimum 1% increase
- The effective date of the increases for employees will be Oct. 1, 2025
- Announced employee letter to confirm details
  - Emailed by EOD Friday



Southern Illinois University  
CARBONDALE

Dear fellow Salukis:

Yesterday, the SIU Board of Trustees approved a salary increase plan for fiscal year 2026. The plan includes increases as identified through the recent [Compensation 2030](#) study conducted by CBIZ consulting firm. When we began the study over a year ago, we knew that we had employees that were well below the market in terms of salary and in many cases were also compressed in pay. The study helped us identify these affected individuals. This year marks the first step in providing increases that will ensure all employees are at pay grade minimums in addition to adjustments addressing issues of pay compression. Employees will receive a minimum 1% increase if they are not provided with an increase of at least 1% as a result of the study. This adjustment will be applied according to the following guidelines for employees who are not represented by a collective bargaining agreement.

- The effective date of the increases for employees will be Oct. 1, 2025.
- Increases to base salaries will be calculated on the employee's base salary in effect on Sept. 30, 2025.
- Salary increases for employees paid with non-state funds are to be handled in the same manner as increases for employees paid from state funds, subject to any restrictions on grants and contracts against which the employee is employed.

Human Resources will host a series of open forums next week to provide employees with an overview of the new compensation structure that will be rolled out as result of the Compensation 2030 study. HR will also review the template communication that employees will receive, which will explain how they fit into the new structure and what their specific pay increase will be.

The forums are geared towards non-represented staff and their supervisors. The forums will be held via Teams and the links to attend are below. The same information will be shared at each session, so employees should attend only one session. These sessions are optional, and no registration is required. Employees will receive individualized communication that will include their specific increase amount after the completion of the final forum and no later than the close of business on Friday, Sept. 26. If you have questions about the forums or the rollout plan, please contact [siu.employmentservices@siu.edu](mailto:siu.employmentservices@siu.edu).

[Tuesday, Sept. 23, 10 a.m.](#)  
[Wednesday, Sept. 24, 11 a.m.](#)  
[Wednesday, Sept. 24, 3 p.m.](#)

The upcoming increases for non-represented staff are a part of the overall investment made for all of our people, including those in collective bargaining agreements that have been previously negotiated. Non-tenure track faculty received a 3% increase for FY26 and tenure track faculty received a 2% increase and will also reopen wage discussions in March to negotiate the distribution of \$1.2 million that was earmarked to address compression - as informed by the Compensation 2030 study.

I want to thank each of you for all you contribute to SIU Carbondale. I am also grateful to our trustees for supporting this important investment in our people. This salary increase is just one step in our broader commitment to equity and fairness. Through the Compensation 2030 project and our partnership with CBIZ, we will continue working to ensure our employees are valued and supported.

Go Dawgs!

Austin A. Lane  
Chancellor

# Employee Letter Information

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- Employee Name
- Current Classification
- Start Date in Classification
- Department
- Position Number
- **Proposed Classification**
- **Family**
- **Function**
- **Career Track**
- **Pay Grade**
- **New Pay Range**
- **Amount of Increase to Minimum**
- **Compression Adjustment**
- **Annual Increase**
- Total New Salary
- Total Monthly/Hourly Rate
- Effective Date of Change

## Why would my classification/title change?

- We collected current job documentation through the job analysis questionnaire
- The review of the JAQs led to changes
- Some changes to classifications/title
  - Some new “working titles” within current SUCCS classification
  - Some SUCCS classification movement

# What is family, function, and career track?

- These are tied to the new job architecture framework
- Promote consistency, career path conversations, mapping, and movement
- Career track
  - Stream: broad categories that represent the primary nature of work within the organization
  - Level: a hierarchical arrangement within each career stream that distinguishes jobs based on complexity, responsibility, skills required, and level of authority.
- Job families and function
  - Groupings to help identify career paths
- More information on job architecture will be available on the 2030 website

# How was my grade and range determined?

- Market benchmarking determined the grade and range
- Benchmarking process
  - Sources of compensation data
    - CUPA-HR
    - Published survey data
  - Labor markets
    - Local & broader industry
    - Statewide/national & higher education
  - Job matching
    - Compare job descriptions and job analysis questionnaire content to survey descriptions
    - Match based on duties, scope, and qualifications
  - Document market percentiles for pay (i.e., the competitive range)
  - Job classified based on the nearest match between the market 50<sup>th</sup> percentile and the grade midpoint

# Structure Design

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Differential
1	\$31,200	\$34,320	\$37,440	20%	
2	\$31,422	\$35,350	\$39,277	25%	3.0%
3	\$31,868	\$36,648	\$41,428	30%	3.7%
4	\$32,830	\$39,396	\$45,962	40%	7.5%
5	\$33,881	\$42,351	\$50,821	50%	7.5%
6	\$36,422	\$45,527	\$54,633	50%	7.5%
7	\$39,153	\$48,942	\$58,730	50%	7.5%
8	\$41,265	\$52,612	\$63,960	55%	7.5%
9	\$44,518	\$57,874	\$71,229	60%	10.0%
10	\$48,970	\$63,661	\$78,352	60%	10.0%
11	\$53,812	\$71,300	\$88,789	65%	12.0%
12	\$60,269	\$79,857	\$99,444	65%	12.0%
13	\$66,251	\$89,439	\$112,627	70%	12.0%
14	\$73,503	\$101,066	\$128,630	75%	13.0%
15	\$83,019	\$116,226	\$149,434	80%	15.0%
16	\$95,472	\$133,660	\$171,849	80%	15.0%
17	\$107,866	\$153,709	\$199,553	85%	15.0%
18	\$129,439	\$184,451	\$239,463	85%	20.0%
19	\$152,649	\$221,341	\$290,034	90%	20.0%
20	\$190,812	\$276,677	\$362,542	90%	25.0%
21	\$238,515	\$345,846	\$453,178	90%	25.0%
22	\$332,950	\$491,101	\$649,253	95%	42.0%
23	\$428,895	\$643,343	\$857,790	100%	31.0%

- Previous
  - 185 pay grades
- New
  - Separate but mirrored AP and CS
    - In the short-term, this will aid in review
    - Long-term, can break/drop grades not in use
  - Narrower in many cases (higher starting pay, lower max)

*NOTE: ranges were set wider to based on costs of implementation. This will be evaluated annually to see if ranges can be shrunk, thereby increasing starting pay (this would also add to compression, which will be evaluated as well)*

# Job Structure Slotting

- The midpoint of each job's assigned salary grade is designed to closely approximate the market 50th percentile.
- Jobs are slotted into salary grades based on this relationship.
- Grade assignments were reviewed and adjusted for internal relationship

Title: Job XYZ

Market Benchmark: \$35,455

*Illustrative Purposes Only*

<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	<u>Midpoint Differential</u>	<u>Range Spread</u>
1	\$24,778	\$30,972	\$37,166	--	50%
2	\$27,398	<b>\$35,618</b>	\$43,838	15%	60%
3	\$31,508	\$40,960	\$50,412	15%	60%

## What if my salary grade changed because of the compensation study?

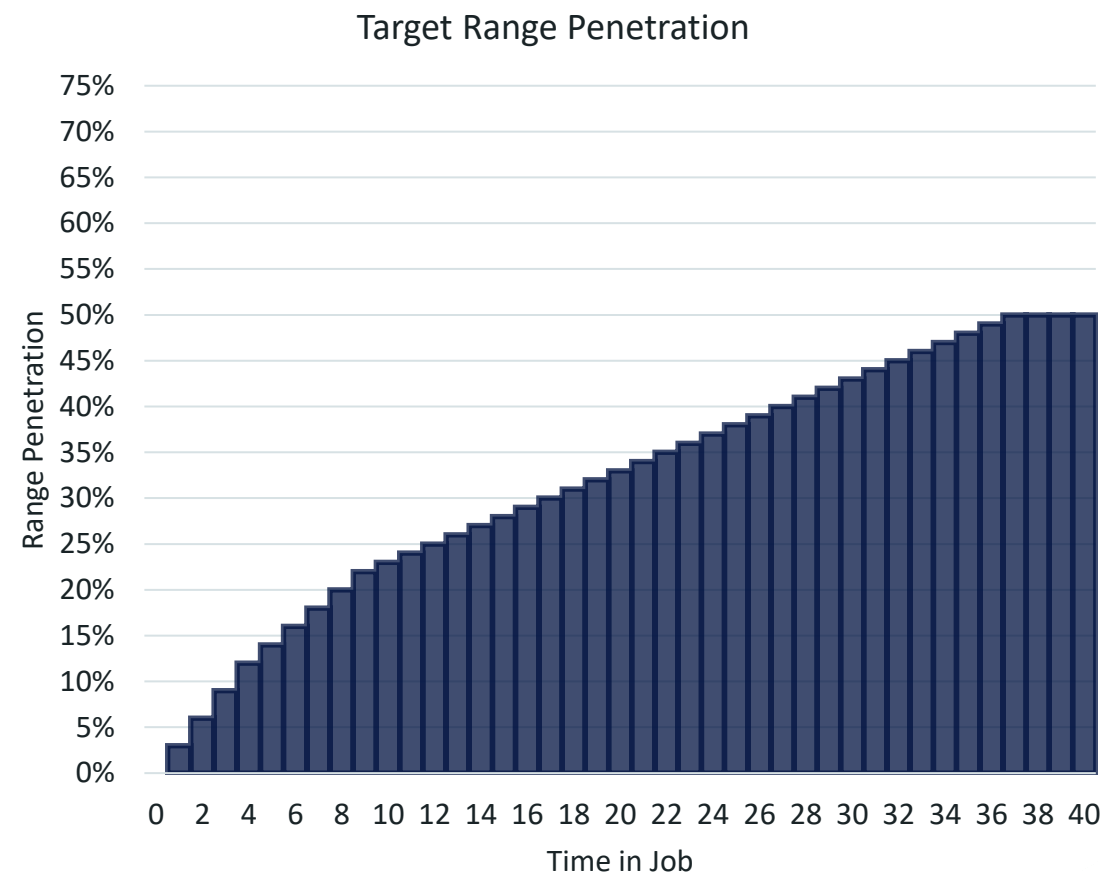
- With the revised pay structures, all employees are subject to a new pay range.
- This does not necessarily correspond to a pay adjustment.
- Employees paid competitively within the new pay ranges will not receive a pay adjustment.

## How were pay adjustments determined?

- Three types of increases were identified
  1. Below minimum – any employee paid below the minimum of the range will receive an increase to the new minimum
  2. Compression – any employee paid below the target range penetration received an increase to the target value (see next slide for more details)
  3. 1% minimum adjustment – employees will receive a minimum 1% increase if they otherwise didn't receive

# What is Pay Compression?

- A situation where the pay differences between employees with varying levels of experience or responsibility become small
- To assess pay compression, CBIZ modeled a target range penetration tied to time in job
  - Range penetration converts the pay range to a 100-point scale
  - The model provides a range penetration goal for **each year in the job**
  - If the employee is below the goal range penetration, an increase is recommended
- Time in job is used as prior job experience is considered a prerequisite for higher level roles



# Compression Example

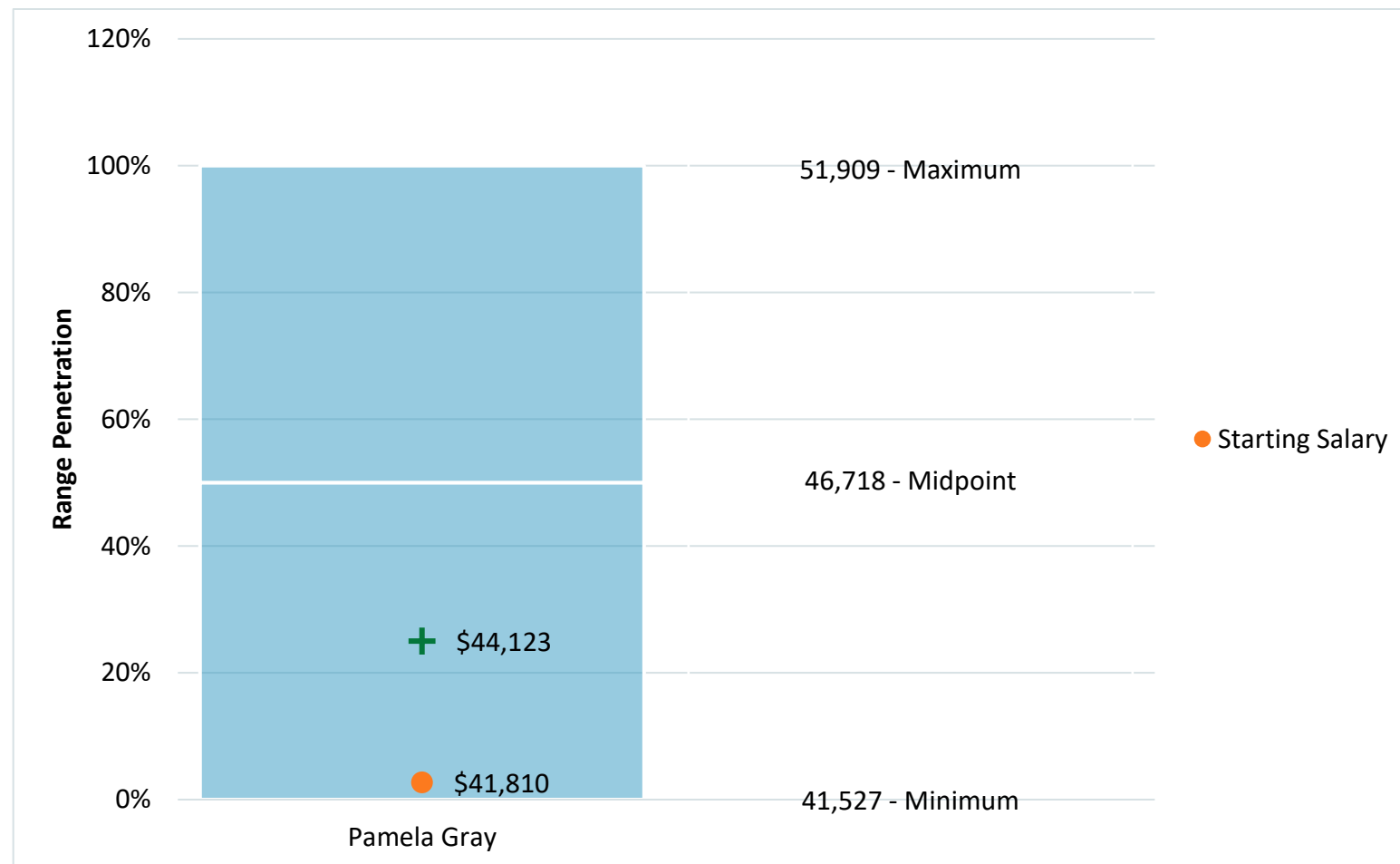
<b>Grade</b>	4
<b>Minimum</b>	41,527
<b>Midpoint</b>	46,718
<b>Maximum</b>	51,909

<b>Date In Job</b>	1/5/13
<b>Years in Job as of 1/1/26</b>	12.9
<b>Target Range Penetration</b>	25%
<b>Target RP Salary</b>	44,123

<b>FTE%</b>	100%
<b>Actual Salary</b>	41,810
<b>Annualized Salary</b>	41,810
<b>Current Range Penetration</b>	3%

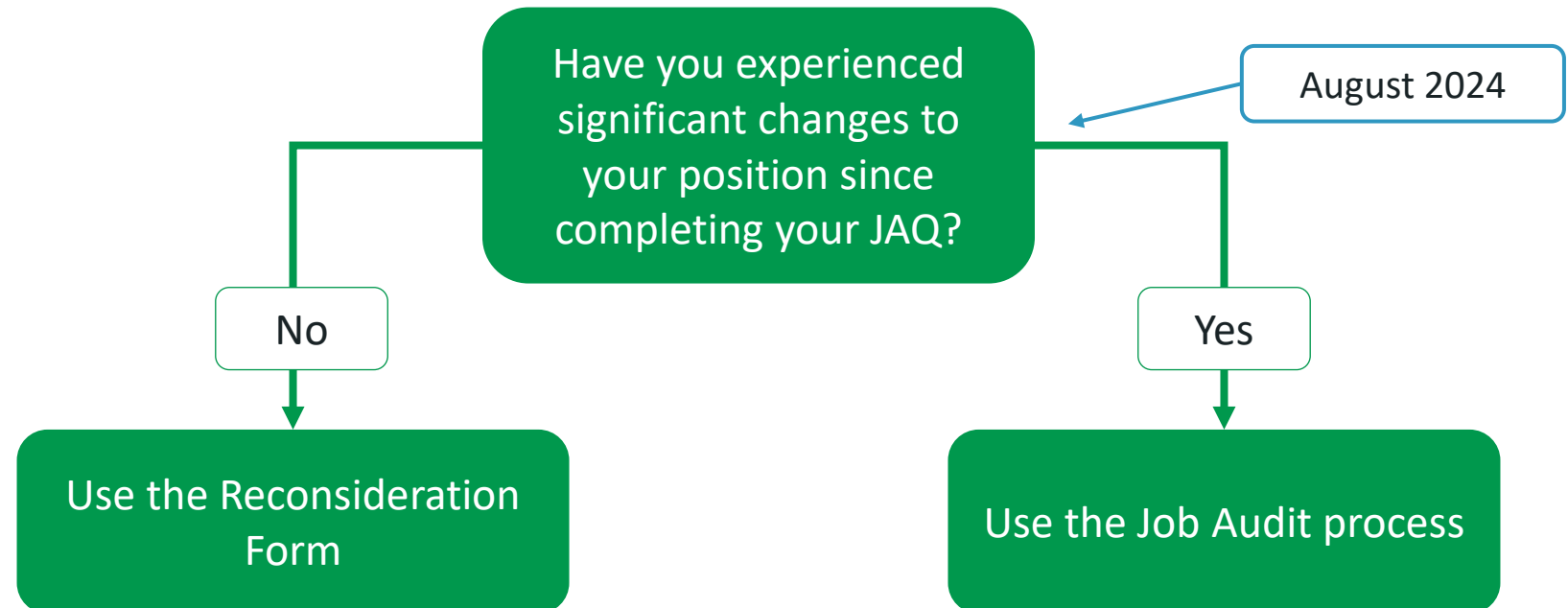
<b>Actual Annual Adjustment</b>	0
<b>Lump Sum</b>	0
<b>Actual Increase to Minimum</b>	0
<b>Actual Compression Adjustment</b>	2,312

<b>Total Increase</b>	2,312
<b>Final Actual Salary</b>	44,123
<b>Final Annualized Salary</b>	44,123
<b>Final Range Penetration</b>	25%



# What options do I have if I disagree with the classifications?

1. Reconsideration Form
  - Special process tied to the compensation project
  - Form will be accessible through your employee letters
  - Explain the rationale
  - At least 60-day holding period for feedback
2. Job audit
  - Existing process for review due to material changes in the job



## Is anything else changing related to pay?

- Pay policy changes
- Overall focus on consistency
  - Promotions
  - Laterals
  - Interim and acting
  - New hire pay setting
- Revisions will be posted to the policy page of the HR website
- Changes reviewed with the Steering Committee

# When will new job descriptions be available?

- Job descriptions in updated format
- Shorter, condensed
- Content changes based on a combination of
  - JAQ
  - JD
  - Job Architecture
- Drafted with some flexibility that jobs can change
- Still finalizing but will be ready in the coming weeks

# Additional questions

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- What if I moved to a new job since completing the JAQ?
  - The JAQ follows the job, not the person.
  - For the new jobs, the JAQ from the prior incumbent or a peer would be used.
    - If no JAQ, then the job description would be used.
- What if no incumbent was available to complete a JAQ?
  - The job description would be used for benchmarking and classification.
- What if no JAQ or job description was available?
  - The job would be slotted into the structure based on similar roles (by family, function, and career level)

# Imagine 2030 Roadmap

