

Market-Based Compensation Program
Frequently Asked Questions
Updated June 2023

About FY24 University Goals

Q1 What were the compensation goals for FY24?

A1: The FY24 Compensation Goals were:

Bring all employees below the minimum of their pay range to the minimum of their respective FY24 range.

Re-run the FY23 pay analysis for faculty who had earned one or more Professor Incentive Reviews (PIR). Pay adjustments will apply, as needed, based on the results of the analysis. Apply a 2.5% across-the-board pay increase for all employees eligible for Market Based Compensation.

Q2: If my base pay rate is below the pay range minimum, will I receive a base pay increase?

A2: For FY24, one of the compensation goals is to bring all employees below the minimum of their pay range to the minimum of their respective FY24 pay range. Leaders of 100% externally funded RU departments have the autonomy to not fund pay range minimum increases based on grants, contracts or other budget restrictions.

Q3: If my base pay rate is nearing or exceeds the pay range maximum, will I receive future base pay increases?

A3: An employee whose base pay rate is nearing the pay range maximum, and exceeds the pay range maximum after receiving a base pay increase, will receive the portion of the increase that raises the base pay rate to the pay range maximum. The remainder of the increase will be paid in a lump sum payment that is not added to the base pay rate. Future increases would be in the form of a lump sum payment.

Employees who receive a base pay increase when their base pay rate exceeds the pay range maximum will receive the value of the increase in a lump sum payment.

Q4: Who is eligible for the across the board pay increase?

A4.

Q6: Why can some RU leaders opt not to fund pay adjustments?

A6: Because they may have limitations to how their money is spent based on the terms of the grant or contract.

Q7: Why was my performance not factored into the increase this year?

A7: Performance was not a goal or focus for FY24.

Q8: If I received multiple reasons for a change in pay for the new FY, in what order were the increases applied?

A8:

1. FY23 Pay/Position changes effective on or before June 10, 2023
2. Pay Range Minimum or FY23 Faculty PIR Increase
3. 2.5% Across the Board Increase
4. FY24 Pay/Position changes effective on or after June 11, 2023 (promotion including faculty promotion or PIR, increase in duties pay, etc.)

Q9: I'm a GU funded employee who was employed by May 25th, why didn't I receive a 2.5% increase?

A9:

Q2: How does having a market-based compensation program help the University address low pay?

A2: We hear from many employees that our compensation is low. Uniform and consistent job descriptions are critical for us to be able to compare our jobs to comparable jobs in the external market. It enables us to do a comprehensive market review study to identify areas of opportunity and set priorities as funding is available.

Q3: What were the steps that the University completed to implement the market-based compensation program?

A3: There were seven steps to complete the implementation:

1. Define the jobs that are needed at the University
2. Create uniform and consistent job descriptions and place those newly created job descriptions into a catalog (referred to as "job catalog")
3. Map the existing positions to an appropriate job in the newly created job catalog based on the job duties of the existing position
4. Compare each of the jobs in the job catalog to comparable jobs in the external market, develop new compensation structure and assign a pay range and exempt/non-exempt classification
5. Review the experience,

About Job Catalog and Job Descriptions

Q1: Why has the University created uniform and consistent job descriptions?

A1: Uniform and consistent job descriptions clearly show the work that is done at the University and help to:

- Accurately reflect job duties and responsibilities
- Identify similarities across

across

- A6: The University does have a few jobs that require a home base outside of Wichita. We will review those jobs which must exist outside of Wichita to ensure that we acknowledge any geographic differentials, if applicable. This does not apply for approved flexible or remote work agreements.
- Q7: How do hiring leaders have access to market data for teaching positions when determining offers for new hires?
- A7: We do not currently have an automated way to provide market data to hiring leaders. The hiring leader can request information from marketbasedcomp@wichita.edu.
- Q8: How should the base pay rate for a new hire be determined?
- A8: The Compensation Administration Guidelines provide guidance to assist leaders in [Establishing Individual Employee Base Pay Rates](#) which includes new hire offers.
- Q9: Is there a minimum salary established for teaching positions?
- A9: Teaching positions are not assigned to a pay range so there is not a pay range minimum. Teaching positions are analyzed based on the percentile of the market data (25th %ile 50th %ile, 75th %ile). Currently, the University has not established guidelines for teaching positions which guide base salary decisions.

About Exemption Classification (i.e., non-exempt / exempt)

- Q1: I have heard references to FLSA. What does that mean?
- A1: The Fair Labor Standards Act (FLSA) is a federal law that is intended to protect workers against certain unfair pay practices of work regulations. FLSA establishes exemption status, minimum wage, overtime pay, recordkeeping, and child labor laws.