

# IOWA STATE UNIVERSITY

University Human Resources

## P&S Classification & Compensation Review Project

Update

January 4, 2017



# Current P&S Class/Comp System

The current P&S Classification & Compensation System was developed over 20 years ago

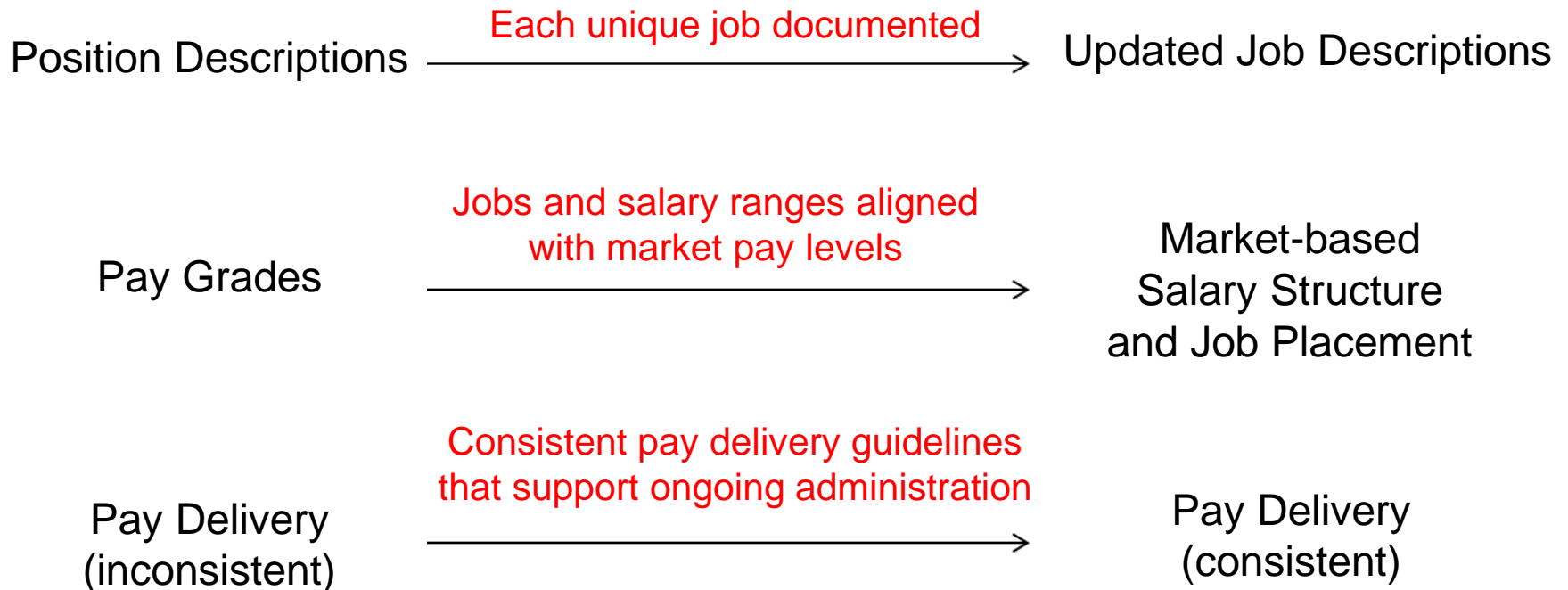


- Over 3,000 position descriptions exist
  - Position descriptions are narrowly written and often describe the work of an individual
  - Many describe the same or similar work being performed across departments and colleges
  - Difficult to compare content differences
  - Administratively burdensome to maintain
- About 400 job classifications exist, and each position description is assigned to a job classification
  - Many job classifications are outdated and do not capture the work performed by all roles at the University
  - Job classification additions and changes require approval by the Board of Regents
- ISU has twelve pay grades
  - Each job classification is assigned to a pay grade
  - For some job classifications, the pay ranges are no longer aligned with the market
- ISU does not have the tools to fully utilize typical salary actions such as market adjustments, job family progressions, and promotions
  - The primary promotion opportunity is through job reclassification
  - Pay policies and procedures do not promote competitive pay for attraction and retention

# Moving to Future State

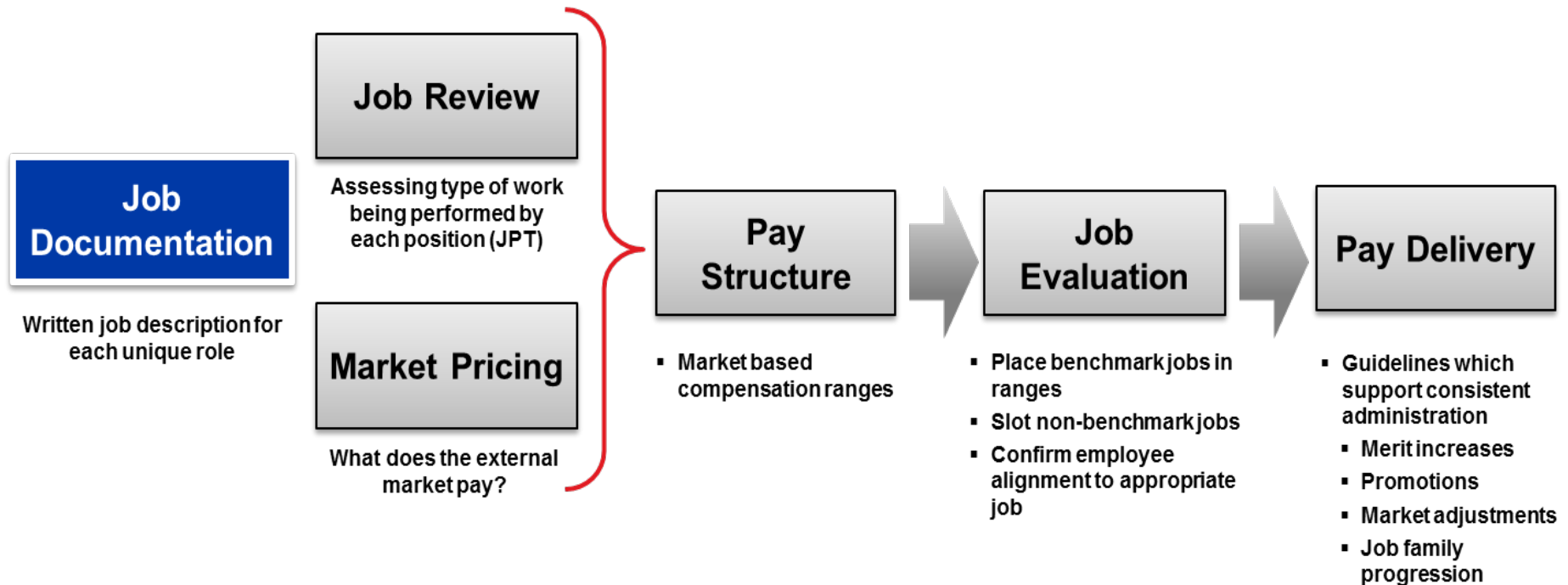
## Current State

## Future State



# Updating the P&S Class/Comp System

Process Overview (timing June 2017 to October 2018)



# Update - November thru December 2017

- Job Documentation and Review phase completed
  - Culmination of Job Profile Tool collection, analysis, and documentation
  - Outcomes are not set in stone – will be an ongoing process as exploration of P&S jobs continues
- Working with Extended Project Team and other campus partners to continue job exploration and initial structure design
- Will begin Market Pricing and Pay Structure Development Phase in January

# Questions?

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[Classification and Compensation Review](http://www.hr.iastate.edu/ccreview)

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