

IOWA STATE UNIVERSITY

University Human Resources

P&S Classification and Compensation Review Project

P&S Council Seminar Series – Open Forum

October 10, 2017

Current P&S Class/Comp System

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

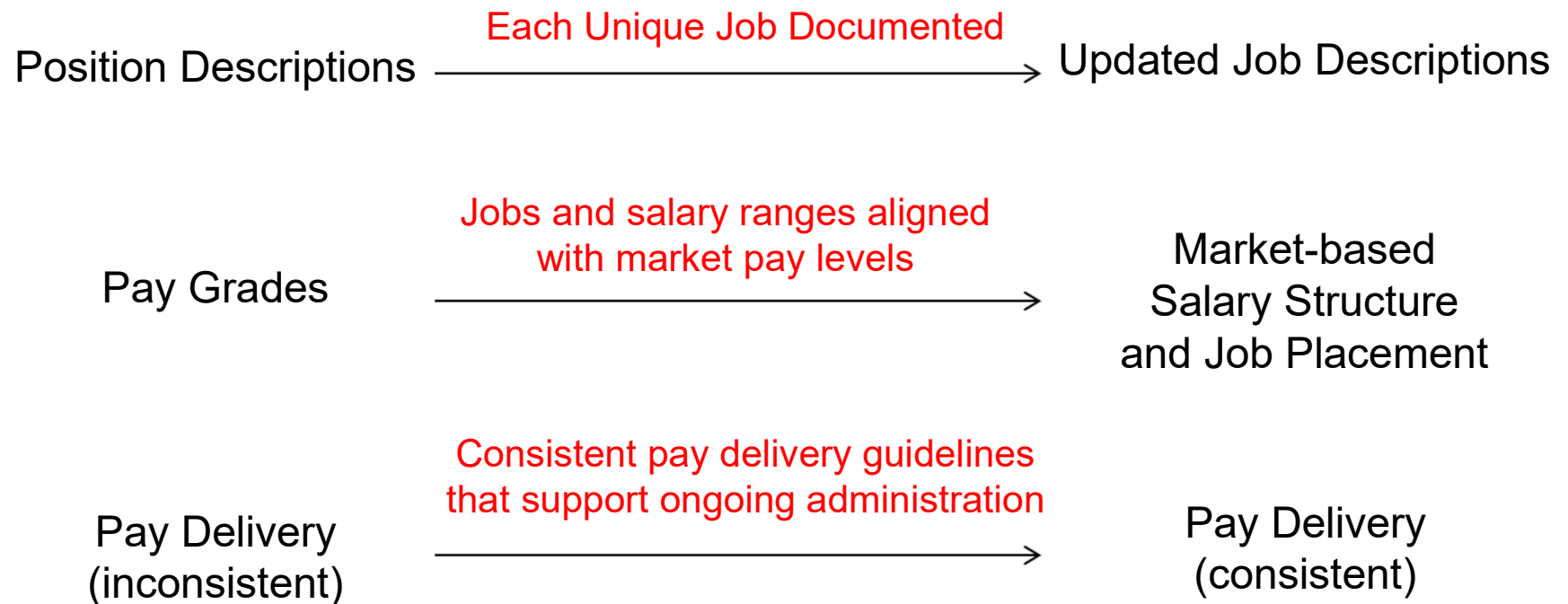


- Over 3,000 position descriptions exist
 - Position descriptions are narrowly written and often describe the work of an individual
 - Many describe the same or similar work being performed across departments and colleges
 - Difficult to compare content differences
 - Administratively burdensome to maintain
- 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 - Many job classifications are outdated and do not capture the work performed by all roles at the University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 to promote competitive pay for attraction and retention

Moving to Future State

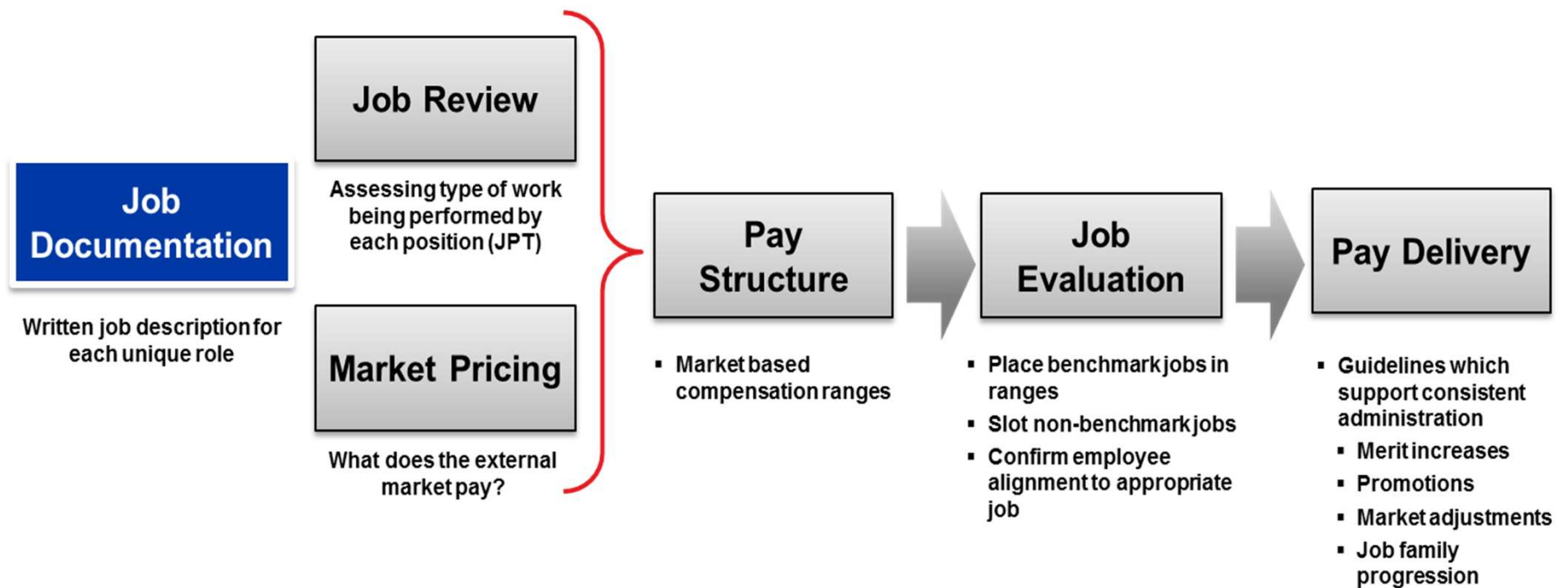
Current State

Future State



Updating the P&S Class/Comp System

Process Overview (timing June 2017 to October 2018)



SAMPLE – Job Family Career Ladder

Finance – Controller/Accounting

Support	Professional	Management
Senior— Accounting Specialist Senior Accounts Payable Specialist Senior Accounts Receivable Specialist Senior	Advisor/Advanced— Account Advisor Accounting Advisor Cost Accountant Advisor	Director— Director Controller Director Cost Accounting Director Financial Shared Services
Experienced— Accounting Specialist II Accounts Payable Specialist II Accounts Receivable Specialist II	Senior— Accountant Senior Cost Accountant Senior Payroll Administrator Senior Payroll Consultant Senior Senior Cost Accountant	Senior Manager— Senior Manager Accounting Senior Manager Controller
Entry— Accounting Specialist I	Experienced— Accountant II Payroll Administrator II Sox Analyst II	Manager— Manager Accounting Manager Cost Accounting Manager Financial Shared Services Manager Payroll Manager Sox Compliance
	Entry— Accountant I Payroll Administrator I	Supervisor— Supervisor Accounting Supervisor Accounts Payable Supervisor Accounts Receivable Supervisor Payroll

Questions?

Visit Us Online!

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

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