

ATTACHMENT C

Classification and Compensation Adjustment

A Classification & Compensation Study on the Non Represented Job classifications and pay structure was conducted by The Unisource Group and Mercer and a job titling restructure has been recommended for the top 7 pay grade levels (H1S through HFF) which will have zero impact to the budget and no impact to current employees' salaries. The recommendation is to adjust top management grades (DEO and above) to reflect typical market practice by taking the following actions:

- 1) Remove one pay grade
- 2) Adjust midpoint progressions to scale up normally and establish consistent pay grade spread
- 3) Re-slot roles in current grades H1S through HFF to maintain internal equity

Below is the proposed pay grade change (note that there is no change to pay grade H1A through H1Q):

Current Structure

Pay Grade	Minimum (\$000s)	Midpoint (\$000s)	Maximum (\$000s)	Spread	Progression
HFF	\$337	\$411	\$485	44%	21%
HDD	\$278	\$340	\$401	44%	24%
HCC	\$222	\$274	\$325	46%	32%
HBB	\$166	\$208	\$250	50%	6%
HAA	\$157	\$196	\$235	50%	6%
H1T	\$147	\$184	\$221	50%	4%
H1S	\$142	\$177	\$213	50%	15%
H1Q	\$123	\$154	\$184	50%	11%
H1P	\$111	\$138	\$166	50%	11%
H1O	\$100	\$125	\$150	50%	10%
H1N	\$91	\$114	\$136	50%	10%
H1M	\$83	\$103	\$124	50%	9%
H1L	\$76	\$95	\$114	50%	9%
H1K	\$70	\$87	\$105	50%	8%
H1J	\$65	\$81	\$97	50%	8%
H1I	\$60	\$75	\$90	50%	7%
H1H	\$56	\$70	\$84	50%	10%
H1G	\$51	\$63	\$76	50%	10%
H1F	\$46	\$58	\$69	50%	10%
H1E	\$42	\$53	\$63	50%	9%
H1D	\$39	\$48	\$58	50%	8%
H1C	\$36	\$45	\$53	50%	8%
H1B	\$33	\$41	\$49	50%	7%
H1A	\$31	\$38	\$46	50%	--

Proposed Structure

Pay Grade	Minimum (\$000s)	Midpoint (\$000s)	Maximum (\$000s)	Spread	Progression
HFF	\$335	\$419	\$503	50%	25%
HEE	\$268	\$335	\$402	50%	25%
HDD	\$214	\$268	\$322	50%	22%
HCC	\$176	\$220	\$264	50%	15%
HBB	\$153	\$191	\$229	50%	12%
HAA	\$136	\$171	\$205	50%	11%
H1Q	\$123	\$154	\$184	50%	11%
H1P	\$111	\$138	\$166	50%	11%
H1O	\$100	\$125	\$150	50%	10%
H1N	\$91	\$114	\$136	50%	10%
H1M	\$83	\$103	\$124	50%	9%
H1L	\$76	\$95	\$114	50%	9%
H1K	\$70	\$87	\$105	50%	8%
H1J	\$65	\$81	\$97	50%	8%
H1I	\$60	\$75	\$90	50%	7%
H1H	\$56	\$70	\$84	50%	10%
H1G	\$51	\$63	\$76	50%	10%
H1F	\$46	\$58	\$69	50%	10%
H1E	\$42	\$53	\$63	50%	9%
H1D	\$39	\$48	\$58	50%	8%
H1C	\$36	\$45	\$53	50%	8%
H1B	\$33	\$41	\$49	50%	7%
H1A	\$31	\$38	\$46	50%	-

Current	Proposed	Change in Midpoint
HFF	HFF	2%
HDD	HEE	-1%
HCC	HDD	-2%
HBB	HCC	6%
HAA	HBB	-3%
H1T	HAA	-7%
H1S		-4%