

# UTAH COLLEGE OF APPLIED TECHNOLOGY

## AGENDA ITEM

### UCAT BOARD OF TRUSTEES 17 September 2015

ITEM: II. R

TOPIC: Compensation Study

#### BACKGROUND

The UCAT Board of Trustees directed UCAT Administration to engage a consultant to evaluate and determine the currency of executive salaries so any adjustments could be considered.

In accordance with that direction, UCAT administration consulted with the Utah Department of Human Resource Management (DHRM) and then investigated a number of options including general and customized surveys and compensation studies. Administration engaged the services of Payscale Inc. to perform market analyses and benchmarking with a goal of arriving at market-driven salary ranges and detailed compensation reports for the positions of UCAT president and the eight campus presidents. The process may also be applicable for use by campus administrators and campus boards of directors in obtaining market analyses for other employees under their authority.

Payscale Inc. utilizes a proprietary database containing data from over forty million salary profiles, 200,000 unique employers and over 14,000 job titles representative of the distribution of employers and jobs in the U.S. workforce. Payscale's expertise and resources provide results comparable to custom surveys with considerably less cost and latency. With the assistance of the compensation professionals at Payscale UCAT Administration is developing reports for the Board of Trustees to consider. It is anticipated that draft salary reports may be available for review at the September 17, 2015 meeting.

#### RECOMMENDATIONS

UCAT Administration recommends that the Board of Trustees review salary reports provided through UCAT Administration's consultation with Payscale Inc. The Board may wish to take action on salary adjustments or defer action until further analyses have been made.

Attachments:

Compensation Report(s)

