

# PAY PRACTICE: P&S JOB FUNCTION, FAMILY, UNIVERSITY CLASSIFICATION AND MARKET DATA



**Compensation:** University compensation plan is based primarily upon the external market. The focus of this plan is on relative levels of responsibility and performance, in the context of the market for similar skills. Individuals within a work unit should be paid salaries relative to their levels of responsibility and performance within the context of the market range.

## JOB FUNCTION: BUSINESS AND FINANCE (PB)

Provide accurate financial information in a cost-effective, efficient and timely manner and assure responsible stewardship of the University's financial resources by establishing policies and procedures in compliance with internal and external regulations.

### Job Family within PB Function

	Finance and Accounting		Procurement and Inventory Management		Purchasing	
	Structure A	Structure B	Structure A	Structure B	Structure A	Structure B
Level 2						
Level 3	Accountant	Financial Analyst		Supply Chain Associate		Purchasing Agent \$40,748 to \$73,520
Level 4	Senior Accountant	Senior Financial Analyst		Supply Chain Coordinator		Senior Purchasing Agent \$50,452 to \$91,028
Level 5		Manager, Accounting & Financial Analysis		Supply Chain Specialist		Strategic Sourcing Manager \$59,742 to \$114,494
Level 6	Associate Budget/Financial Officer			Supply Chain Manager		Director of Strategic Sourcing \$73,855 to \$141,542
Level 7	Budget/Financial Officer			Supply Chain Director		
Level 8	University Financial Administrator					



**Structure A vs. Structure B:** Specific jobs (26%) were assigned to Structure B when the market data indicated that a higher market range and median zone was necessary in order to effectively recruit and retain staff in that particular job.

### Structure A Pay Plan for FY2018

Pay Level	Market Range Min	Median Zone Low	Median Zone High	Market Range Max
2	\$34,297	\$36,869	\$46,924	\$58,655
3	\$37,313	\$43,469	\$55,325	\$69,156
4	\$40,805	\$52,027	\$66,216	\$82,770
5	\$48,546	\$64,728	\$82,380	\$102,975
6	\$58,872	\$78,495	\$99,903	\$124,879
7	\$76,507	\$102,010	\$129,830	\$162,288
8	\$98,936	\$131,914	\$167,891	\$209,864
9		Open		
10		Open		

### Structure B Pay Plan for FY2018

Pay Level	Market Range Min	Median Zone Low	Median Zone High	Market Range Max
2	\$35,271	\$47,028	\$53,031	\$63,637
3	\$40,748	\$54,331	\$61,267	\$73,520
4	\$50,452	\$67,269	\$75,857	\$91,028
5	\$59,742	\$79,656	\$95,412	\$114,494
6	\$73,855	\$98,474	\$117,952	\$141,542
7	\$90,065	\$120,087	\$143,841	\$172,609
8	\$117,713	\$156,950	\$187,995	\$225,594
9		Open		
10		Open		

**Market Pricing:** The University has selected a number of reliable, well established salary surveys to provide salary market data reflecting the markets in which we recruit and compete for professional and scientific talent. This includes:

- Different geographical markets (national, regional, local),
- Different business sectors (education, health care, general industry), and
- Internal market comparisons (SEIU/AFSCME).

Managers can request Market Data Analysis to be aware of Market Range and Median Zone in targeted labor market.



**Pay Levels** are assigned based upon comparisons of jobs within the University, using the evaluation criteria and **level profile**.

**Dual Career Track** may exist in a job family if there is more than one path for advancement.