FY14 Compensation & Classification Study Update – 7-1-2014

This is an update to keep you posted on the FY14 Compensation & Classification Study from the Compensation Study Committee. Working to maintain transparency and communication with employees throughout this process, the Compensation Study Committee is composed of representatives from the Classified and Professional-Technical Associations and Administration.

**Great Participation in JAT Submission Process**
The consultants that were hired to conduct the Study, Evergreen Solutions, have been hard at work analyzing the input from the Job Assessment Tools (JATs) that were submitted by employees.

Many thanks to the employees and supervisors who participated in the JAT submission process. Over 78% of employees and supervisors completed the process. According to Evergreen, this is a very high level of participation. The information provided through the JATs will be extremely useful as the consultants analyze our pay system and make recommendations for the future.

**JAT Disagreements Resolved**
The JAT process has now ended with all “significant” disagreements between employees and supervisors resolved by the consultants. Employees and supervisors were contacted directly by the consultants over the past few weeks if there was a three level or more difference between the selections on the major areas of the JAT made by the employee and supervisor and the difference might negatively impact the employee. If you were not contacted by the consultants, it means that any comments made by your supervisor were either in your favor or would not impact your placement in the pay plan.

Questions concerning the JAT resolution process may be directed to Evergreen Solutions at jat@consultevergreen.com or 850-383-0111.

**Next Phase of the Study**
The consultants are now in the analysis phase of the Study. It is anticipated that they will make their Study recommendations to the Compensation Study Committee in late July or early August.

**Questions**
Questions regarding the FY14 Compensation & Classification Study may either be directed to Dana Tucker at dtucker@austincc.edu or the Compensation Study Committee at compensation-committee-group@austincc.edu. The Compensation Study Committee also has a website that is accessible at https://sites.google.com/a/austincc.edu/compensation-committee-13-14/?pli=1. Questions may be submitted directly to the Committee from the site.