

Staff Council Compensation Survey – Spring 2016

(Summary without comments)

323 Total Responses

Thanks to all staff who completed our survey. Comments are not shared with the whole campus, but were shared with the administration after removing any that might have identified an individual. This survey had more detailed questions about compensation than the last overall Staff Council Survey done fall 2014. When questions were similar, comparisons are noted.

Summary of staff who responded:

- 57% are either somewhat or very satisfied with their salaries (same as 2014).
- 37% are either somewhat or very satisfied with the pay raise pool last year.
- 14% are either somewhat or very satisfied with the amount for extra merit (“exceeded expectations”) last year.
- 52% either somewhat or strongly agree that their salary reflects their job duties.
- 20% either somewhat or strongly agree that their salary adequately compensates them for extra duties added to their job (if applicable).
- 37% either somewhat or strongly agree that their salary reflects their years of experience.
- 57% think the pay matrix is very understandable.
- 30% are either somewhat or extremely satisfied with the pay matrix system for awarding raises.

Detailed breakdowns are below:

How satisfied are you with the salary portion of your compensation from the College?

#	Answer	Bar	Response	%
1	Very satisfied		47	15%
2	Somewhat satisfied		133	42%
3	Neither satisfied nor dissatisfied		28	9%
4	Somewhat dissatisfied		74	23%
5	Very dissatisfied		34	11%
	Total		316	

Comments (161)

Comparison of the above question to Fall 2014: Satisfaction levels (very + somewhat) the same in 2016 (57%) as in 2014 (57.7%).

How satisfied were you with the overall staff raise pool for 2015/16 (2.35%)?

#	Answer	Bar	Response	%
1	Very satisfied		19	6%
2	Somewhat satisfied		99	31%
3	Neither satisfied nor dissatisfied		54	17%
4	Somewhat dissatisfied		89	28%
5	Very dissatisfied		54	17%
	Total		315	

Comments (130)

How satisfied were you with the amount for extra merit (for "Exceeded Expectations") for 2015/16 (0.5%)?

#	Answer	Bar	Response	%
1	Very satisfied		6	2%
2	Somewhat satisfied		36	12%
3	Neither satisfied nor dissatisfied		106	35%
4	Somewhat dissatisfied		85	28%
5	Very dissatisfied		73	24%
	Total		306	

Comments (146)

My salary reflects my job duties.

#	Answer	Bar	Response	%
1	Strongly agree		47	15%
2	Somewhat agree		117	37%
3	Neither agree nor disagree		29	9%
4	Somewhat disagree		76	24%
5	Strongly disagree		46	15%
	Total		315	

Comparison of the above question to Fall 2014: A similar question was asked. More people were in the middle (18% neither satisfied nor dissatisfied) in 2014 than in 2016. Satisfaction levels (very + somewhat) were 47% Dissatisfaction levels (very + somewhat) were 34%.

My salary adequately compensates me for extra duties added to my job (if applicable).

#	Answer	Bar	Response	%
1	Strongly agree		19	6%
2	Somewhat Agree		43	14%
3	Neither agree nor disagree		41	13%
4	Somewhat disagree		100	32%
5	Strongly Disagree		79	25%
6	Not Applicable		29	9%
	Total		311	

My salary reflects my years of experience.

#	Answer	Bar	Response	%
1	Strongly agree		41	13%
2	Somewhat agree		75	24%
3	Neither agree nor disagree		36	11%
4	Somewhat disagree		97	31%
5	Strongly disagree		66	21%
	Total		315	

Comments re: the previous 3 questions (97)

How understandable is the pay matrix?

#	Answer	Bar	Response	%
1	Very understandable		175	57%
2	Somewhat Understandable / somewhat confusing		114	37%
3	Very Confusing		16	5%
	Total		305	

Comments (60)

How satisfied are you with the pay matrix system for awarding raises?

#	Answer	Bar	Response	%
1	Extremely satisfied		13	4%
2	Somewhat satisfied		80	26%
3	Neither satisfied nor dissatisfied		47	15%
4	Somewhat dissatisfied		101	33%
5	Extremely dissatisfied		66	21%
	Total		307	

Comments (126)

What band are you in?

#	Answer	Bar	Response	%
1	Administrator		9	3%
2	Administrator B		9	3%
3	Management		22	7%
4	Management B		17	6%
5	Operations		69	23%
6	Operations B		7	2%
7	Specialist		72	24%
8	Specialist B		36	12%
9	Unsure		58	19%
	Total		299	

Additional Comments on any questions on this survey (optional): (48)