

## **FY20 Employee Raises: A Walk-Through of the CEC Process**

The Idaho State Legislature is responsible for distribution of public funds and determines whether State of Idaho employees will receive annual pay raises (known as Change in Employee Compensation, or CEC).

This year, the Legislature approved both merit-based raises and a flat dollar amount increase that will enable Boise State to bring pay rates closer to industry pay standards.

### **Overall CEC Increase Includes:**

#### **\$550 Increase to Annual Salary**

The Legislature called for increasing annual salaries of benefit-eligible employees by no less than \$550.

#### **Merit-Based Pay Increase**

For Professional and Classified employees, a current evaluation rating and compa-ratio were used, and for Faculty a compression/equity score combined with a merit score were used to determine the merit-based increase.

#### **Bring to Minimum**

Professional and Classified employees with a rate of pay below the Boise State Minimum Hire Rate for their pay grade will receive an increase to the new minimum.

#### **Promotion & Increase for Faculty**

- Promotions for advancement in academic rank include; \$7,000 for promotion from Assistant Professor to Associate Professor and \$10,000 for promotion from Associate Professor to Professor.
- Increased minimum annual compensation for Lecturers.

#### **Funding**

The Legislature-appropriated funding covers two areas:

1. 3% funding to be used for an increase of no less than \$550 per year and an increase based on merit.
2. 3% upward adjustment to the pay structure/pay grade.

Boise State dollars will bridge the gap for this year's employee raises that are not covered by the Legislature's 3% appropriation. State dollars cover employee salaries funded by appropriated funds. Boise State also pays salaries, including CEC increases, with grant and local funding sources. (See breakout below).

#### **Effective Dates for Pay Raises for FY20:**

- Classified Employees – June 16, for pay date July 12
- Professional Employees – June 30, for pay date July 26
- Faculty Employees – July 28, for pay date August 23

## Overall Final Increase and Two Employee Examples

"David" - Classified Employee	
\$17.51	Hourly Pay on March 15 <sup>th</sup> (Snapshot Day)
\$ .27 +	\$550 Increase
\$ .44 +	Performance Merit Matrix

"Sue" - Professional Employee	
\$18.32	Hourly Pay on March 15 <sup>th</sup> (Snapshot Day)
\$ .27 +	\$550 Increase
\$ .20 +	Performance Merit Matrix
\$ .07 +	Pay grade E3 Minimum is \$18.86
<b>\$18.86 +2.95%</b>	<b>New hourly rate and overall % increase effective June 30, 2019</b>

## APPENDIX

### Snapshot Day

The date used to calculate pay raises

Snapshot Day was March 15, 2019. Compensation rates in effect on this date are used as the base rate for employee raises (CEC). Employees who have met the following criteria are eligible for a pay increase:

- Are active and benefit-eligible on March 15 and don't have a break-in-service before FY20
- Have a current performance evaluation of "Meets Expectations" or better within the past 12 months
- Have completed the statewide mandatory cybersecurity training

### Compa-Ratio

An employee's current position is always classified into a pay grade. Each pay grade has a policy (or mid-point) that reflects the market rate for a position. Percentages from the mid-point range make up a 'compa-ratio'. Divide your rate of pay by the mid-point to find your compa-ratio.

### Pay Grades

All professional and classified employees have a pay grade. Employees can find their pay grade by logging into myBoiseState.edu > HR System > PeopleSoft Self Service > Payroll and Compensation > View Paycheck > Click on the "Related Content" dropdown in the upper right corner.

Both the Classified Staff and Professional Staff [pay grade schedules](#) will be adjusted upwards by 3%.

## Definitions:

**Minimum Compensation Rate:** The lowest compensation rate, used only for Temporary or Underfill employees.

**Boise State University Minimum Hire Rate:** The lowest compensation rate for a regular employee.

**Midpoint of Pay Grade Compensation Rate:** The target market compensation rate for a position.

**Maximum of Pay Grade Compensation Rate:** The highest compensation rate for a position in a pay grade.

## Professional and Classified Staff Matrix

COMPA RATIO	Does not meet expectations	Meets expectations	Solid Sustained	Outstanding
	0	1	2	3
100% +	0.00%	1.00%	2.00%	2.50%
85% - 100%	0.00%	1.10%	2.25%	2.75%
0% - 84%	0.00%	1.20%	2.50%	3.00%

## Faculty Matrix

Colleges differed in the exact methodology employed in using the matrix, but all followed general principles associated with the two scores.

Compression/Equity Score (informed by CUPA*, time in rank, inequities, etc.)									
Merit Raise Score ↓↓	No Compression/ Inversion		Mid Range					High Degree of Compression/ Inversion	
	1	2	3	4	5	6	7	8	9
0	0%	0%	0%	0%	0%	0%	0%	0%	0%
1.0	0.14%	0.25%	0.32%	0.38%	0.45%	0.52%	0.59%	0.65%	0.77%
1.5	0.25%	0.45%	0.58%	0.70%	0.83%	0.95%	1.07%	1.20%	1.40%
2.0	0.32%	0.58%	0.74%	0.89%	1.05%	1.21%	1.37%	1.52%	1.79%
2.5	0.38%	0.70%	0.89%	1.08%	1.28%	1.47%	1.66%	1.85%	2.17%

3.0	0.41%	0.74%	0.95%	1.15%	1.35%	1.55%	1.76%	1.96%	2.30%
3.5	0.43%	0.78%	1.00%	1.21%	1.43%	1.64%	1.85%	2.07%	2.42%
4.0	0.45%	0.83%	1.05%	1.28%	1.50%	1.73%	1.95%	2.18%	2.55%
4.5	0.47%	0.87%	1.10%	1.34%	1.58%	1.81%	2.05%	2.28%	2.68%
5.0	0.50%	0.91%	1.16%	1.40%	1.65%	1.90%	2.15%	2.39%	2.81%
5.5	0.52%	0.95%	1.21%	1.47%	1.73%	1.98%	2.24%	2.50%	2.93%
6.0	0.59%	1.07%	1.37%	1.66%	1.95%	2.24%	2.54%	2.83%	3.32%
6.5	0.65%	1.20%	1.52%	1.85%	2.18%	2.50%	2.83%	3.15%	3.70%
7.0	0.77%	1.40%	1.79%	2.17%	2.55%	2.93%	3.32%	3.70%	4.34%

\*College and University Professional Association

### FY20 CEC \$6 Million in Funding Distribution:

CEC Merit: 64%  
 \$550 Increase: 28%  
 Faculty Promotions: 7%  
 Bring to Minimum: 1%  
 Lecturer Minimum: .5%

**FY20 CEC \$6 Million in Funding Distribution**

