

University of Tennessee Compensation Project

An Overview for UTC Employees

System-wide Collaborators

Compensation Team of Experts:

Tina Adams – UT Martin

Damon Davis – UT Health Sciences Center

Tarah Keeler – UT Knoxville

Tina Camba – UT Chattanooga

Freddie Perutelli – UT Chattanooga

Laura Sloan – UT System Administration

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Additional contributing members:

Patricia Burkes-Jelks – UT Space Institute

Jennifer Daniels – UT Institute of Agriculture

Laure Pou – UT Chattanooga

Demetriss Gilliam – UT Health Sciences Center

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Todd Dockery – UT Chattanooga

Kirsten Schroeder – UT Knoxville

Deb Welch – UT Institute of Agriculture

Julie Hunt – UT System Administration

Learning Objectives

- What is the **UT System Compensation Project**?
- Who is impacted by the new compensation program?
- What will change and how does it affect me?
- Where do I go to find more information?

What Is the UT System Compensation Project?

Position Descriptions

- Replaced PDQ (position description questionnaire)
- Describes specific job responsibilities for your position.
- Critical component of evaluating job performance.

Job Families

- Groups of similar types of work that require similar training, skills, knowledge, and experience.
- Focus groups held across state to gain understanding of roles and levels.

Market Ranges

- Replaced Salary Pay Grades, market ranges help maintain equity and competitiveness with relevant job markets.
- Ranges allow for flexibility in managing pay.

Am I Included?

All regular staff on every campus are included in the new compensation program.

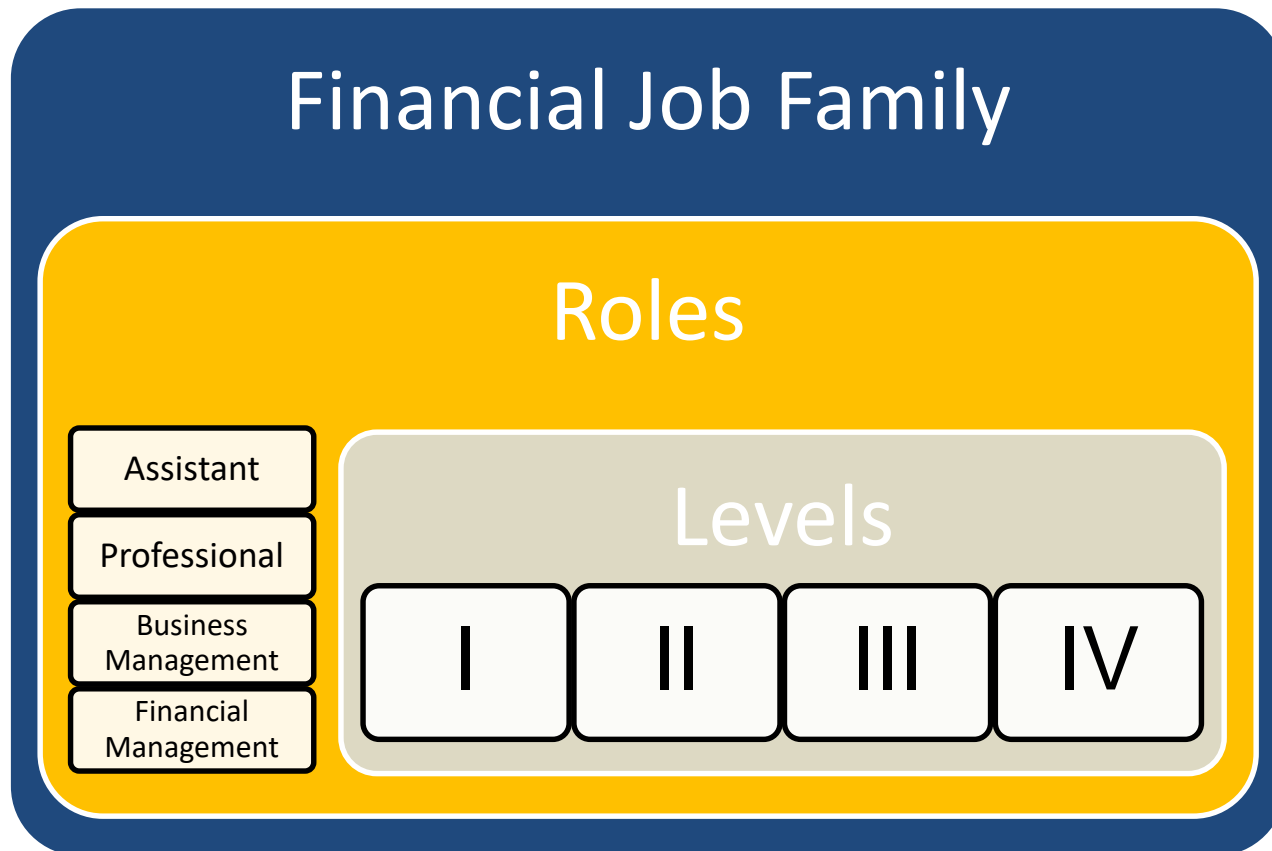
- Who is NOT included?
 - Instructional Faculty
 - Temporary employees*
 - Student employees

*will be included at a later date still to be determined



What Is Changing?

- System Job Title (used in IRIS for HR purposes)



Pay Grade	MINIMUM SALARY			REFERENCE SALARY			MAXIMUM SALARY		
	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
30	\$9.50	\$1,646.67	\$19,760.00	\$10.32	\$1,788.80	\$21,465.60	\$14.37	\$2,490.80	\$29,889.60
31	\$9.75	\$1,690.00	\$20,280.00	\$10.98	\$1,903.20	\$22,838.40	\$15.00	\$2,600.00	\$31,200.00
32	\$10.00	\$1,733.33	\$20,800.00	\$12.50	\$2,997.50	\$35,962.50	\$16.44	\$2,849.60	\$34,195.20
33	\$10.30	\$1,785.33	\$21,424.00	\$13.27	\$2,300.13	\$27,601.60	\$17.97	\$3,114.80	\$37,377.60
34	\$10.58	\$1,833.87	\$22,006.40	\$14.51	\$2,515.07	\$30,180.80	\$19.52	\$3,383.47	\$40,601.60
35	\$11.42	\$1,979.47	\$23,753.60	\$15.96	\$2,766.40	\$33,196.80	\$21.40	\$3,709.33	\$44,512.00
36	\$12.29	\$2,130.27	\$25,563.20	\$17.45	\$3,024.67	\$36,296.00	\$23.28	\$4,035.20	\$48,422.40

OLD PAY GRADES

Market Range	Minimum	25th	Midpoint	75th	Maximum
1	\$19,760.00	\$23,712.00	\$27,664.00	\$31,616.00	\$35,568.00
2	\$21,736.00	\$26,083.20	\$30,430.40	\$34,777.60	\$39,124.80
3	\$23,909.60	\$28,691.52	\$33,473.44	\$38,255.36	\$43,037.28
4	\$26,300.16	\$31,590.67	\$36,920.78	\$42,810.99	\$47,341.01
5	\$28,930.62	\$34,716.74	\$40,902.86	\$46,288.57	\$52,075.11
6	\$31,823.68	\$38,188.41	\$44,553.15	\$50,917.88	\$57,282.62
7	\$35,006.05	\$42,007.25	\$49,008.46	\$56,009.67	\$63,010.88
8	\$38,506.65	\$46,207.98	\$53,909.31	\$61,610.64	\$69,311.97
9	\$42,357.31	\$50,828.78	\$59,300.24	\$67,771.70	\$76,243.17

NEW MARKET RANGES

What Is NOT Changing?

Your Working Title

Your Current Pay

Director
Admissions Counselor
Research Assistant
Construction Supervisor
Program Manager
Residency Coordinator
Electrician



Why Are We Changing?

- Competitiveness
- Equity
- Opportunity for Growth



What is my job family allocation?

- Check your allocation now in IRIS Self-Service
 - MAP > Personal Information > Personal Profile > Organizational Assignment > Job
- Ask your supervisor
- Communications to come

- Home
- Inbox
- IRIS
- IRIS Mobile
- Employee Self-Service**
- Reports
- Shop
- Other
- PI Reporting Self-Service
- Edison

Welcome to IRIS Web

IRIS Web provides access to employee self-service and other functions found within the IRIS system. The applications available to you appear as tabs across the area of the screen beside the *Home* tab.

QUICK LINKS

- [IRIS Web Help](#)
- [IRIS Website](#)
- [Scheduled Maintenance](#)
- [HR/Payroll Deadlines](#)
- [University Policies](#)

Contact

Email: [IRIS Helpdesk](#)



Employee Services



- Map** Directory Index



Benefits and Payment

In this area, you can use services to display your salary statement and other information regarding your payment.

Quick Links



[Online Pay Statement](#)



Personal Information

Display your personal data from the IRIS System. Data such as: demographic information.



Working Time

In this area, you can check your leave balances, view your leave history, or print a Time Statement showing all recorded hours for historical periods.



Effort Certification

In this area, you can certify your effort.

Quick Links

[Effort Certification](#)

Related Links

- [IRIS Web Site](#)
- [Get Free Adobe Reader](#)
- [University Policies](#)
- [Code of Conduct](#)
- [Compliance Hotline](#)

Most Frequently Used

- [View Leave Balances](#)
- [Online Pay Statement](#)
- [Personal Profile](#)
- [W-2 Statement](#)
- [Personal Data Form](#)



Home



Inbox



IRIS



IRIS Mobile



Employee Self-Service



Reports



Shop



Other



PI Reporting Self-Service



Edison

Overview

Employee Self-Service > Overview

Full Screen [Options](#)

Personal Information

[Back](#)



Personal Profile

Use the links below to access your personal information.

[Personal Profile](#)

Use this link to display your personal data (for example, address information or bank details). Some information (such as Emergency Contact Address) may be updateable. Use the link below for the Personal Data Form to update information that is not available for update in ESS. The Personal Data Form should be submitted to your local Human Resource Office.



[Outside Interest Disclosure](#)

This form is for the University of Tennessee President, Chancellors, and other designated administrators to disclose outside interests as required by the University's Conflict of Interests Policy.

Personal Profile

Personal Data

Personal Data Details

Personnel Number:
Title:
Name:
Known As:
Designation:
Date of Birth:
Marital status:
Nationality:
Nationality text:

Addresses Add

Permanent residence

1st Address Line:
City:
State:

Bank Information

Main bank

Payee:
Bank name:
Bank Account:

Organizational Assignment

Personnel area:
Personnel subarea:
Employee group:
Employee subgroup:
Cost Center:
Cost Center Description:
Organizational unit:
Position:
Position Description:
Job: Human Resources Consultant 1
Empl.:

Where can I find more information?

- K@TE
 - Search **“UT's NEW Job Family Compensation Structure”**
- Job Family webpage
 - <https://hr.tennessee.edu/job-families/>

[UT System Human Resources](#) > [Job Families](#)

Job Families

Since June 2017, a statewide human resources team has been engaged in a comprehensive [compensation project](#), aiming to improve processes, classifications and pay structures to offer fair and competitive pay.

The updated job families are classifications grouped by similar types of work and required training, skills, knowledge and expertise.

[Academic](#)

[Administrative](#)

[Agriculture and Natural Resources](#)

[Arts and Culture](#)

[Athletics](#)

[Audit and Compliance](#)

[Communications and Marketing](#)

[Data Analytics](#)

[Facilities](#)

[Financial](#)

[Government Relations](#)

[Human Resources](#)

[Information Technology](#)

[Legal](#)

[Library/Museum](#)

CONTACT

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Additional Links

[Project Home Page](#)

[Job Family Documents](#)

[Market Ranges](#)

[Employee FAQs](#)

[Leader Toolkit](#)

[Comp Team Contacts](#)

FAQ's

- Q: If you don't agree with your job family assignment, are there options to have this reviewed?
- A: Yes, please discuss your job family assignment with your supervisor. Your supervisor can request additional review with HR's Total Compensation Team.

FAQ's

- Q: Will any of this affect upcoming staff performance reviews for 2020?
- A: No, this will not affect upcoming staff performance reviews. Position responsibilities and performance goals will not be impacted by UT compensation structure allocations.

FAQ's

- Q: How frequently will the Market Ranges be reviewed for the whole campus?
- A: The UT Compensation Team has discussed periodic reviews of the market ranges as deemed necessary.

FAQ's

- Q: Is the goal to get everyone to the minimum of Quartile 1 for their assigned market range?
- A: The data provided by this initiative will drive strategic planning for future increases as the budget allows. Over time, all employee salaries will be within their assigned range.

FAQ's

- Q: What is the desired use of market range data for new hires?
- A: Anticipated hiring salaries should target the minimum of market ranges at this time if doing so does not negatively impact internal equity related to existing comparable incumbents. The market ranges are intended to be fully explored in the future.

FAQ's

- Q: Is level of education considered in the new compensation structure?
- A: Yes, education and experience are components of each level within the job families.

FAQ's

- Q: Does the new compensation structure most immediately benefit new hires, and would the new structure potentially benefit existing employees in the future?
- A: The new structure is designed for both new and existing employees by providing data to assess competitive salaries in the current market.

UTC Compensation Experts

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