
Internal Market Data for Staff Salaries

February 2011

Information and Technology Services

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The Ohio State University

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Explanatory Notes

Purpose:

This data is being distributed for use as a tool in a college/vp unit's annual compensation planning process. The comparative data provided allow a college/vp unit's key decision-maker(s) to use university-wide data to determine the "internal market position" of the individual incumbents within their unit.

Notes:

1. Includes only "Regular" employees.
2. Excludes title groups: Faculty (which includes Vice Presidents, Deans, etc.) and Students.
3. Excludes Hospitals, bargaining unit staff, and vacant positions.
4. Includes titles with five or more employees, except the "Summary by Pay Range" and "Summary by Pay Range and College/VP Unit", which includes all titles with one or more employees. "Summary of Large Classifications" includes titles with at least one hundred employees.
5. Some repetitious statistics have been eliminated. For example, groups with three or fewer employees have only the actual salary minimum, median, maximum, and average displayed.

Source: University Human Resource System as of December 31, 2010

Definitions:

Actual (Minimum, Average, and Maximum):

Actual Salary information (calculated at 40 hours/week and 12 months/year amount) for the Minimum, Average, and Maximum salary levels of current employees.

Average Years of Service:

Average of the number of years between the OSU adjusted date and the date of this report. If the OSU adjusted date is blank, then the continuous OSU service date is used. 97% of the employees in this report have either the OSU adjusted date or the continuous OSU service date.

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For Staff Salaries
December 2010

Explanatory Notes (continued)

Percentiles:

For a set of salaries arranged by size, the p th percentile is the value that has $p\%$ of the measurements below it and $(100 - p)\%$ above it.

10th Percentile: the calculated salary that falls at ten percent of the range of salaries for that job title.

25th Percentile: the calculated salary that falls at the first quarter of the range of salaries for that job title.

50th Percentile: the calculated salary that falls at the middle of the range of salaries for that job title.

75th Percentile: the calculated salary that falls at the third quarter of the range of salaries for that job title.

90th Percentile: the calculated salary that falls at ninety percent of the range of salaries for that job title.

Example of how *averages* and *percentiles* are derived:

Array – Salaries

| | |
|----|----------|
| 1 | \$25,000 |
| 2 | \$25,000 |
| 3 | \$25,896 |
| 4 | \$27,500 |
| 5 | \$27,500 |
| 6 | \$28,290 |
| 7 | \$29,456 |
| 8 | \$30,000 |
| 9 | \$31,789 |
| 10 | \$32,659 |
| 11 | \$33,000 |
| 12 | \$34,796 |
| 13 | \$35,000 |
| 14 | \$38,452 |

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Explanatory Notes (continued)

For the above array, the following percentiles are derived:

| | |
|-----------------------------|----------|
| Minimum | \$25,000 |
| 10 th Percentile | \$25,269 |
| 25 th Percentile | \$27,500 |
| 50 th Percentile | \$29,728 |
| 75 th Percentile | \$32,915 |
| 90 th Percentile | \$34,939 |
| Maximum | \$38,452 |

Range (Minimum, Midpoint, and Maximum):

Pay Range's dollar amount for the Minimum, Midpoint, and Maximum is for Fiscal Year 2010. Midpoints are not provided for broadbanded pay ranges.

Title Group:

This report includes the following two Title Groups:

- U: Unclassified
- C: Classified Civil Service