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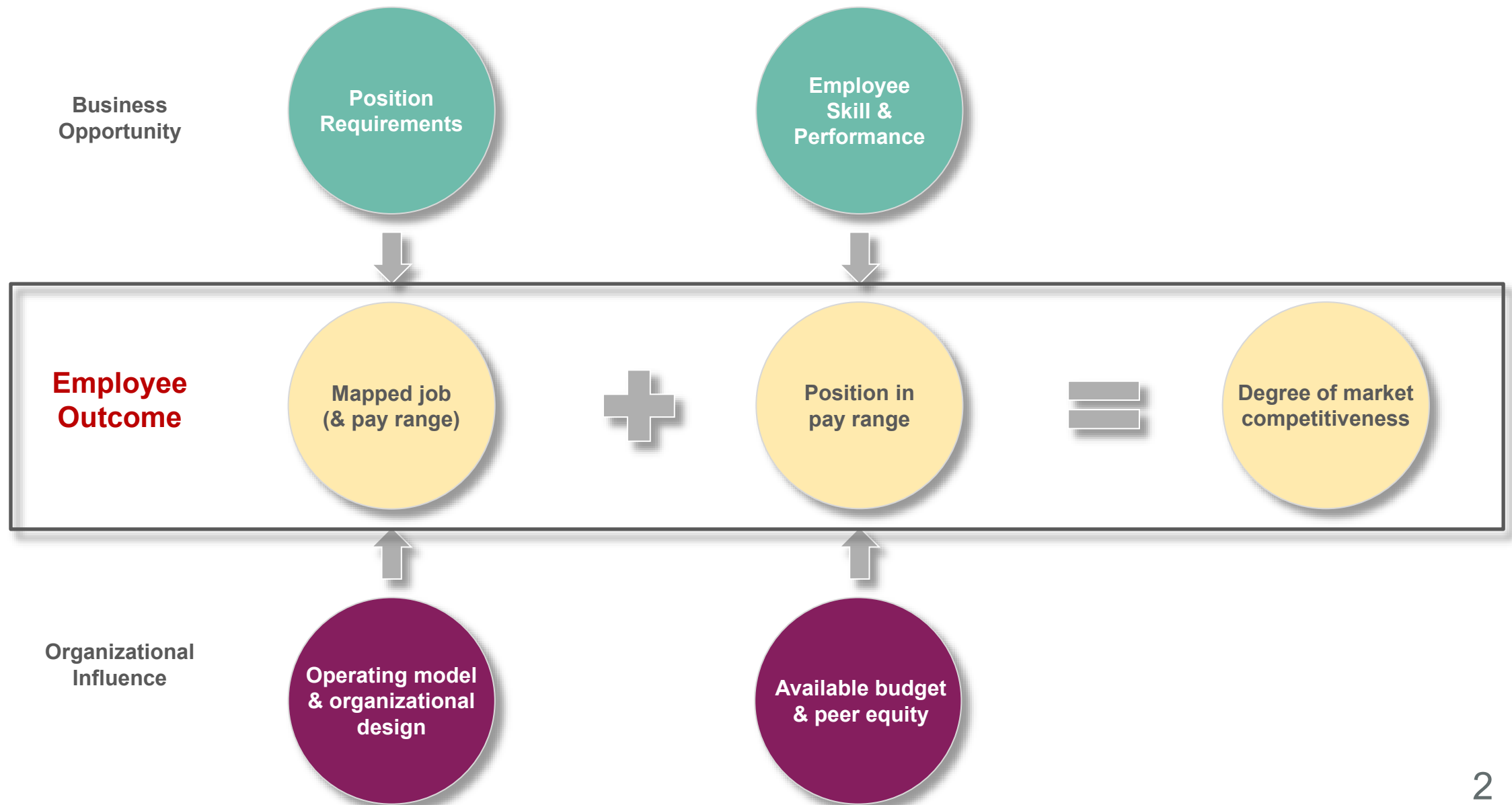
HUMAN RESOURCES

Career Roadmap:
Salary Structure and Pay Ranges

July 2020
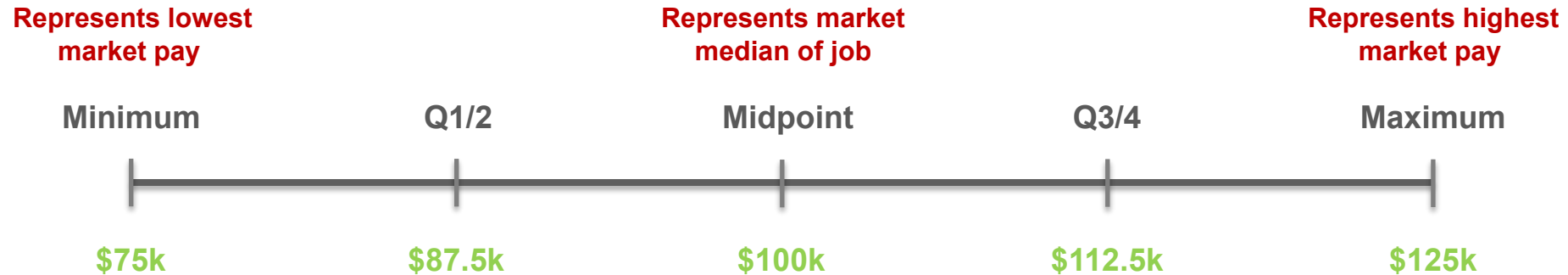Updated September 2021

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Business Opportunity

Position Requirements

Employee Skill & Performance

Employee Outcome

Mapped job (& pay range)

+

Position in pay range

=

Degree of market competitiveness

Organizational Influence

Operating model & organizational design

Available budget & peer equity

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Employer	Overlap is where offer and acceptance happen	Employee

Represents lowest market pay

Represents market median of job

Represents highest market pay

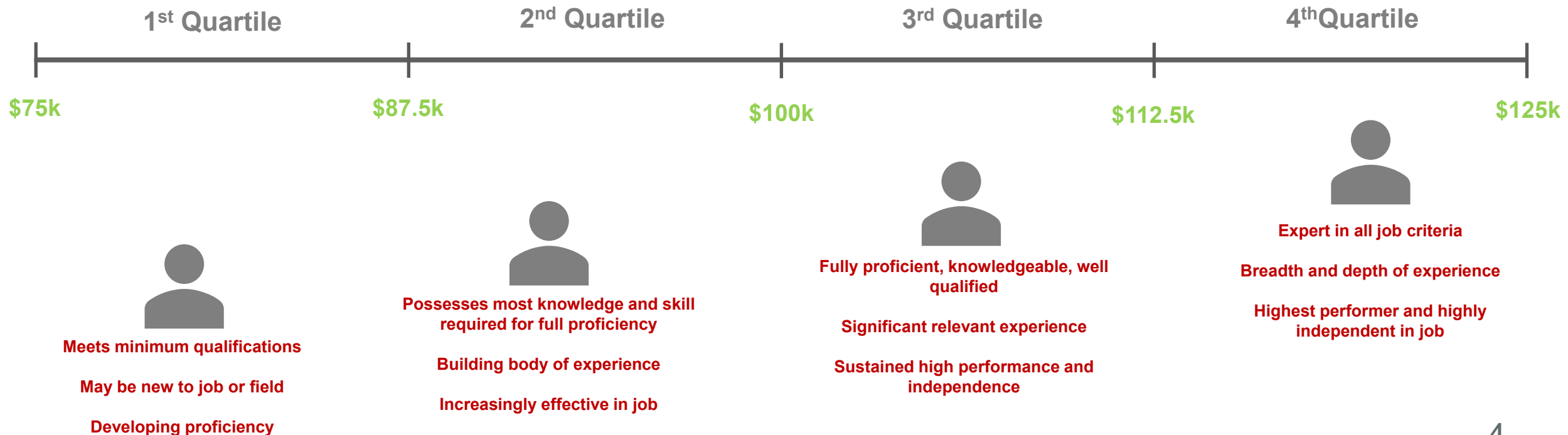| Minimum	Q1/2	Midpoint	Q3/4	Maximum
$75k	$87.5k	$100k	$112.5k	$125k

Remember:

- Pay range represents all plausible levels of pay for a given job
- Some minor misalignment is normal when implementing a new salary structure
- Major misalignment begs review of fundamentals such as the position's mapping

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Pay ranges help Ohio State make informed decisions

- Provides guidance for new hire placement within pay ranges

- Establishes expectations for typical proficiency levels within pay ranges

- Note: additional concepts or standards may exist for certain jobs (e.g. core services—high degree of requirement consistency)

1st Quartile	2nd Quartile	3rd Quartile	4th Quartile

$75k $87.5k $100k $112.5k $125k

Meets minimum qualifications

May be new to job or field

Developing proficiency

Possesses most knowledge and skill required for full proficiency

Building body of experience

Increasingly effective in job

Fully proficient, knowledgeable, well qualified

Significant relevant experience

Sustained high performance and independence

Expert in all job criteria

Breadth and depth of experience

Highest performer and highly independent in job

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What is a Salary Structure?

A progression of pay ranges forms a salary structure. Salary structure must be updated regularly to keep pace with market pay trends. Salary structure allows organizations to:

- Apply the market pricing of jobs to a common internal framework

- Compare the value of jobs across the organization

- Express competitive and appropriate pay rates for jobs and employees

- Make informed pay decisions for new hires, merit increase, promotions, and adjustments

Grade	Minimum	Midpoint	Maximum
1	21,525	**28,700**	35,875
2	22,650	**30,200**	37,750
3	23,775	**31,700**	39,625
4	24,975	**33,300**	41,625
5	26,175	**34,900**	43,625
6	27,525	**36,700**	45,875
7	28,875	**38,500**	48,125

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Ohio State's Salary Structure:

Staff Salary Structure

- Used for jobs in the T, S and M band

Clinical Salary Structure

- Used for all C band jobs

Nursing ONA structure

- Specific Career Roadmap Nursing Jobs that need to have the same range as ONA nursing jobs

Note:

Limited Career Roadmap jobs have pay set by an external governing body or agency. In Workday, these jobs will not be assigned a traditional salary grade but will have a specific field flagged as "Negotiable."

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Band & Level	Academic Administration		Finance		Information Technology		Legal and Compliance	
	Academic Program Services		Financial Operations		Applications Development		Legal Counsel	
	Mid Point	Grade	Mid Point	Grade	Mid Point	Grade	Mid Point	Grade
S1	51,600	13	54,200	14	66,400	17	90,300	21
S2	61,500	16	61,500	16	83,600	20	114,000	24
S3	66,400	17	83,600	20	97,500	22	155,000	28
S4	97,500	22	97,500	22	114,000	24	180,000	30
S5	105,000	23	123,000	25	133,000	26	195,000	31
S6							227,000	33

Remember:

- The same band and level don't indicate same pay grade
- The same pay grade indicates the same pay range

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Salary Structure Implementation approach:

- We anticipate a soft implementation of the new salary structures:

  - Units will <u>not</u> be required to immediately move employees in existing jobs to range minimum

  - Units may focus future merit dollars on below minimum situations

  - Units will remain vigilant about internal equity and address concerns timely

  - Below minimums will be alleviated over time through turnover, promotions, adjustments, and merit

- New hires, rehires, and promotions must meet range minimum requirements

- Exceeding range maximums is anticipated to result in lump sums during annual merit

Thank you for your time with this learning session.

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