

# Compensation Study: Why did we do it?



**To increase DWSD's competitiveness in the market by attracting new talent and improving employee retention.**

## **Goals:**

- 1. Compare DWSD's pay ranges with the market.**
- 2. Create job classifications that better reflect employees' actual duties and responsibilities.**

# The Process: What was done?



- **Started January 2024**
- **Contracted with American Society of Employers (ASE)**
- **DWSD's HR Team surveyed employees**
- **Job descriptions were updated, and new classifications were created**
- **Provided information to ASE**

# The Process: What was done?



- **ASE conducted market evaluation. Sampled Great Lakes Water Authority (GLWA) and Metro Detroit**
- **Compensation data was used from several sources that included both public and private sectors with an emphasis on manufacturing and wastewater organizations**
- **Jobs were priced using the 65<sup>th</sup> percentile as opposed to the standard 50<sup>th</sup> percentile**

# The Results: What did we discover?



- **DWSD was paying “at or above market” rates for 62.5% of existing jobs. (“At market” is defined as paying at least 95% of the market rate.)**

# The Recommendation



- **A salary structure was developed that assigned each job to a grade with an associated pay range**
- **Amended the Official Compensation Schedule (White Book)**
- **Upon BOWC approval:**
  - **New pay ranges will be used**
  - **New classifications will be used**