

Classified Staff Salary Benchmarking Study

IMPLEMENTATION

Salary Data by Position

This table was presented in the Hanover Report. It indicates whether the difference between the minimum and maximum salaries tend to be more or less competitive at HCS in comparison to peer districts for positions within each classified staff position category.

Almost all categories indicate that we are below in both minimum and maximum salaries compared to our peers.

Position Category	Number of Positions Analyzed	Difference Between Average Minimum Salaries		Difference Between Average Maximum Salaries	
		\$	%	\$	%
Food Services	3	(\$0.62)	94.7%	(\$0.99)	93.5%
Maintenance	3	(\$2.18)	96.5%	(\$1.25)	94.0%
MIS	4	(\$4.74)	73.0%	(\$6.22)	72.7%
Operations	4	\$0.85	108.0%	(\$0.49)	96.8%
Personnel	1	(\$0.13)	99.1%	(\$0.82)	95.9%
Transportation	8	(\$0.46)	96.5%	(\$1.45)	91.9%
Fiscal	3	\$0.38	102.8%	(\$2.22)	89.0%
Health	1	(\$2.24)	82.5%	(\$3.80)	78.2%
Library/Media	1	(\$4.33)	70.9%	(\$4.33)	75.9%
Management	1	(\$18.15)	53.6%	(\$12.07)	69.2%
Security	1	(\$3.76)	81.6%	(\$3.55)	85.8%
Instructional	6	\$0.11	101.0%	\$0.84	106.6%
Secretarial	11	(\$0.02)	99.8%	(\$1.43)	91.9%
Student Service	4	(\$0.54)	96.1%	(\$1.53)	91.8%

Where did we begin..

- Considered the recommendations of Hanover to look at the starting and maximum wage levels in positions with less competitive wages.
- Expanded the classified salary schedule to include experience steps 0 through 27, instead of the current variation which included experience steps 0-6, 7-9, 10-14, 15-19, and 20 and above.
- Calculated the average percentage increase for steps 0-27 on the certified salary schedule and aligned the classified schedule with that percentage.

Henderson County Schools

2019-2020 Classified Salary Schedule by Pay Grade

Pay Grade	Years of Service Completed										
	Starting	1	2	3	4	5	6	7	10	15	20
10	\$7.93	\$8.00	\$8.08	\$8.15	\$8.24	\$8.65	\$8.73	\$8.82	\$9.25	\$9.72	\$10.20
11	\$8.03	\$8.11	\$8.18	\$8.27	\$8.35	\$8.77	\$8.85	\$8.95	\$9.39	\$9.86	\$10.35
12	\$8.11	\$8.18	\$8.27	\$8.37	\$8.45	\$8.86	\$8.95	\$9.03	\$9.50	\$9.97	\$10.47
13	\$8.43	\$8.50	\$8.60	\$8.68	\$8.76	\$9.18	\$9.30	\$9.39	\$9.86	\$10.32	\$10.85
14	\$8.72	\$8.81	\$8.88	\$8.97	\$9.06	\$9.53	\$9.61	\$9.71	\$10.20	\$10.72	\$11.25
15	\$9.04	\$9.13	\$9.21	\$9.33	\$9.42	\$9.89	\$9.99	\$10.08	\$10.58	\$11.10	\$11.67
16	\$9.50	\$9.58	\$9.68	\$9.77	\$9.87	\$10.33	\$10.47	\$10.57	\$11.09	\$11.65	\$12.23
17	\$10.00	\$10.09	\$10.19	\$10.28	\$10.39	\$10.93	\$11.03	\$11.15	\$11.72	\$12.30	\$12.90
18	\$10.57	\$10.69	\$10.79	\$10.90	\$11.00	\$11.54	\$11.67	\$11.79	\$12.37	\$13.02	\$13.63
19	\$11.17	\$11.27	\$11.37	\$11.50	\$11.62	\$12.19	\$12.33	\$12.43	\$13.08	\$13.72	\$14.41
20	\$11.94	\$12.05	\$12.16	\$12.30	\$12.40	\$13.05	\$13.16	\$13.29	\$13.96	\$14.66	\$15.39
21	\$12.78	\$12.91	\$13.06	\$13.17	\$13.31	\$13.97	\$14.13	\$14.26	\$14.97	\$15.72	\$16.52
21.1	\$12.96	\$13.10	\$13.21	\$13.35	\$13.48	\$14.16	\$14.29	\$14.44	\$15.17	\$15.91	\$16.69
21.2	\$13.09	\$13.20	\$13.34	\$13.47	\$13.60	\$14.27	\$14.42	\$14.55	\$15.28	\$16.02	\$16.81
21.3	\$13.37	\$13.50	\$13.63	\$13.76	\$13.89	\$14.56	\$14.71	\$14.85	\$15.58	\$16.33	\$17.12
22	\$13.71	\$13.84	\$13.98	\$14.14	\$14.27	\$14.98	\$15.16	\$15.30	\$16.07	\$16.85	\$17.72
23	\$14.84	\$14.98	\$15.16	\$15.30	\$15.45	\$16.24	\$16.40	\$16.56	\$17.39	\$18.26	\$19.17
24	\$16.10	\$16.26	\$16.43	\$16.60	\$16.76	\$17.58	\$17.78	\$17.95	\$18.86	\$19.79	\$20.79
25	\$16.67	\$16.83	\$17.00	\$17.17	\$17.35	\$18.22	\$18.41	\$18.57	\$19.51	\$20.47	\$21.50
26	\$17.44	\$17.62	\$17.80	\$17.97	\$18.15	\$19.05	\$19.24	\$19.44	\$20.39	\$21.42	\$22.49
27	\$19.10	\$19.28	\$19.48	\$19.69	\$19.87	\$20.86	\$21.07	\$21.28	\$22.33	\$23.45	\$24.62
28	\$20.98	\$21.18	\$21.39	\$21.61	\$21.84	\$22.92	\$23.16	\$23.37	\$24.53	\$25.78	\$27.06
29	\$22.14	\$22.34	\$22.57	\$22.80	\$23.03	\$24.19	\$24.43	\$24.64	\$25.89	\$27.18	\$28.55

Henderson County Schools

2020-2021 Classified Salary Schedule by Pay Grade

Pay Grade	Years of Service Completed																											
	Starting	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
Step Increase % >	1.0%	1.0%	1.0%	1.0%	1.0%	5.0%	1.0%	1.0%	1.0%	1.0%	3.0%	0.5%	0.5%	0.5%	0.5%	3.0%	0.5%	0.5%	0.5%	0.5%	3.0%	0.5%	0.5%	0.5%	0.5%	3.0%	0.5%	0.5%
10	\$7.93	\$8.00	\$8.08	\$8.16	\$8.24	\$8.65	\$8.73	\$8.82	\$8.91	\$9.00	\$9.25	\$9.30	\$9.35	\$9.40	\$9.45	\$9.72	\$9.77	\$9.82	\$9.87	\$9.92	\$10.20	\$10.25	\$10.30	\$10.35	\$10.40	\$10.71	\$10.76	\$10.81
11	\$8.03	\$8.11	\$8.19	\$8.27	\$8.35	\$8.77	\$8.86	\$8.95	\$9.04	\$9.13	\$9.39	\$9.44	\$9.49	\$9.54	\$9.59	\$9.86	\$9.91	\$9.96	\$10.01	\$10.06	\$10.35	\$10.40	\$10.45	\$10.50	\$10.55	\$10.87	\$10.93	\$10.99
12	\$8.11	\$8.19	\$8.27	\$8.37	\$8.45	\$8.86	\$8.95	\$9.04	\$9.13	\$9.22	\$9.50	\$9.55	\$9.60	\$9.65	\$9.70	\$9.97	\$10.02	\$10.07	\$10.12	\$10.17	\$10.47	\$10.52	\$10.57	\$10.62	\$10.67	\$10.99	\$11.05	\$11.11
13	\$8.43	\$8.51	\$8.60	\$8.68	\$8.76	\$9.18	\$9.30	\$9.39	\$9.48	\$9.57	\$9.86	\$9.91	\$9.96	\$10.01	\$10.06	\$10.32	\$10.37	\$10.42	\$10.47	\$10.52	\$10.85	\$10.90	\$10.95	\$11.00	\$11.06	\$11.39	\$11.45	\$11.51
14	\$8.72	\$8.81	\$8.90	\$8.97	\$9.06	\$9.53	\$9.61	\$9.71	\$9.81	\$9.91	\$10.20	\$10.25	\$10.30	\$10.35	\$10.40	\$10.72	\$10.77	\$10.82	\$10.87	\$10.92	\$11.25	\$11.31	\$11.37	\$11.43	\$11.49	\$11.81	\$11.87	\$11.93
15	\$9.04	\$9.13	\$9.22	\$9.33	\$9.42	\$9.89	\$9.99	\$10.08	\$10.18	\$10.28	\$10.58	\$10.63	\$10.68	\$10.73	\$10.78	\$11.10	\$11.16	\$11.22	\$11.28	\$11.34	\$11.67	\$11.73	\$11.79	\$11.85	\$11.91	\$12.25	\$12.31	\$12.37
16	\$9.50	\$9.59	\$9.68	\$9.77	\$9.87	\$10.33	\$10.47	\$10.57	\$10.68	\$10.79	\$11.09	\$11.15	\$11.21	\$11.27	\$11.33	\$11.65	\$11.71	\$11.77	\$11.83	\$11.89	\$12.23	\$12.29	\$12.35	\$12.41	\$12.47	\$12.84	\$12.91	\$12.98
17	\$10.09	\$10.18	\$10.27	\$10.36	\$10.45	\$10.97	\$11.08	\$11.19	\$11.30	\$11.41	\$11.75	\$11.81	\$11.87	\$11.93	\$11.99	\$12.35	\$12.41	\$12.47	\$12.53	\$12.59	\$12.97	\$13.03	\$13.10	\$13.17	\$13.24	\$13.62	\$13.69	\$13.76
18	\$10.57	\$10.69	\$10.79	\$10.90	\$11.00	\$11.54	\$11.67	\$11.79	\$11.91	\$12.03	\$12.37	\$12.43	\$12.49	\$12.55	\$12.61	\$13.02	\$13.09	\$13.16	\$13.23	\$13.30	\$13.63	\$13.70	\$13.77	\$13.84	\$13.91	\$14.31	\$14.38	\$14.45
19	\$11.17	\$11.29	\$11.37	\$11.50	\$11.62	\$12.19	\$12.33	\$12.43	\$12.55	\$12.68	\$13.08	\$13.15	\$13.22	\$13.29	\$13.36	\$13.72	\$13.79	\$13.86	\$13.93	\$14.00	\$14.41	\$14.48	\$14.55	\$14.62	\$14.69	\$15.13	\$15.21	\$15.29
20	\$11.94	\$12.06	\$12.16	\$12.30	\$12.40	\$13.05	\$13.16	\$13.29	\$13.42	\$13.55	\$13.96	\$14.03	\$14.10	\$14.17	\$14.24	\$14.66	\$14.73	\$14.80	\$14.87	\$14.94	\$15.39	\$15.47	\$15.55	\$15.63	\$15.71	\$16.16	\$16.24	\$16.32
21	\$12.81	\$12.93	\$13.06	\$13.17	\$13.31	\$13.97	\$14.13	\$14.26	\$14.40	\$14.54	\$14.97	\$15.04	\$15.12	\$15.20	\$15.28	\$15.72	\$15.80	\$15.88	\$15.96	\$16.04	\$16.52	\$16.60	\$16.68	\$16.76	\$16.84	\$17.35	\$17.44	\$17.53
21.1	\$12.96	\$13.10	\$13.21	\$13.35	\$13.48	\$14.16	\$14.29	\$14.44	\$14.58	\$14.73	\$15.17	\$15.25	\$15.33	\$15.41	\$15.49	\$15.91	\$15.99	\$16.07	\$16.15	\$16.23	\$16.69	\$16.77	\$16.85	\$16.93	\$17.01	\$17.52	\$17.61	\$17.70
21.2	\$13.09	\$13.23	\$13.34	\$13.47	\$13.60	\$14.27	\$14.42	\$14.55	\$14.70	\$14.85	\$15.28	\$15.36	\$15.44	\$15.52	\$15.60	\$16.02	\$16.10	\$16.18	\$16.26	\$16.34	\$16.81	\$16.89	\$16.97	\$17.05	\$17.14	\$17.65	\$17.74	\$17.83
21.3	\$13.37	\$13.51	\$13.63	\$13.76	\$13.89	\$14.56	\$14.71	\$14.85	\$15.00	\$15.15	\$15.58	\$15.66	\$15.74	\$15.82	\$15.90	\$16.33	\$16.41	\$16.49	\$16.57	\$16.65	\$17.12	\$17.21	\$17.30	\$17.39	\$17.48	\$17.98	\$18.09	\$18.20
22	\$13.71	\$13.85	\$13.98	\$14.14	\$14.27	\$14.98	\$15.16	\$15.30	\$15.45	\$15.60	\$16.07	\$16.15	\$16.23	\$16.31	\$16.39	\$16.85	\$16.93	\$17.01	\$17.10	\$17.19	\$17.72	\$17.81	\$17.90	\$17.99	\$18.08	\$18.61	\$18.72	\$18.83
23	\$14.97	\$15.11	\$15.25	\$15.40	\$15.55	\$16.24	\$16.40	\$16.56	\$16.73	\$16.90	\$17.39	\$17.48	\$17.57	\$17.66	\$17.75	\$18.26	\$18.35	\$18.44	\$18.53	\$18.62	\$19.17	\$19.27	\$19.37	\$19.47	\$19.57	\$20.13	\$20.24	\$20.35
24	\$16.10	\$16.26	\$16.43	\$16.60	\$16.76	\$17.58	\$17.78	\$17.95	\$18.13	\$18.31	\$18.86	\$18.95	\$19.04	\$19.14	\$19.24	\$19.79	\$19.89	\$19.99	\$20.09	\$20.19	\$20.79	\$20.89	\$20.99	\$21.09	\$21.20	\$21.83	\$21.94	\$22.05
25	\$16.67	\$16.83	\$17.00	\$17.17	\$17.35	\$18.22	\$18.41	\$18.57	\$18.76	\$18.95	\$19.51	\$19.61	\$19.71	\$19.81	\$19.91	\$20.47	\$20.57	\$20.67	\$20.77	\$20.87	\$21.50	\$21.61	\$21.72	\$21.83	\$21.94	\$22.58	\$22.69	\$22.80
26	\$17.44	\$17.62	\$17.80	\$17.97	\$18.15	\$19.05	\$19.24	\$19.44	\$19.63	\$19.83	\$20.39	\$20.49	\$20.59	\$20.69	\$20.79	\$21.42	\$21.53	\$21.64	\$21.75	\$21.86	\$22.49	\$22.60	\$22.71	\$22.82	\$22.93	\$23.61	\$23.73	\$23.85
27	\$19.10	\$19.28	\$19.48	\$19.69	\$19.87	\$20.86	\$21.07	\$21.28	\$21.49	\$21.70	\$22.33	\$22.44	\$22.55	\$22.66	\$22.77	\$23.45	\$23.57	\$23.69	\$23.81	\$23.93	\$24.62	\$24.74	\$24.86	\$24.98	\$25.10	\$25.85	\$25.98	\$26.11
28	\$20.98	\$21.18	\$21.39	\$21.61	\$21.84	\$22.92	\$23.16	\$23.37	\$23.60	\$23.84	\$24.53	\$24.65	\$24.77	\$24.89	\$25.01	\$25.78	\$25.91	\$26.04	\$26.17	\$26.30	\$27.06	\$27.20	\$27.34	\$27.48	\$27.62	\$28.41	\$28.56	\$28.71
29	\$22.14	\$22.34	\$22.57	\$22.80	\$23.03	\$24.19	\$24.43	\$24.64	\$24.89	\$25.14	\$25.89	\$26.02	\$26.15	\$26.28	\$26.41	\$27.18	\$27.32	\$27.46	\$27.60	\$27.74	\$28.55	\$28.69	\$28.83	\$28.97	\$29.11	\$29.98	\$30.13	\$30.28

Salary Data by Position

This table is the same table as shown above but with adjustments made to each minimum and maximum salary according to the new, expanded salary schedule. The two highlighted position categories were the only ones that moved from red to black by expanding the experience steps from 0-27 and making no other changes.

The cost to move all classified employees up one year of experience and place them in their current paygrade on the new salary schedule would be approximately \$188,000. This includes 532 employees as of the moment it was calculated, but does not include the Professional Licensure salaried positions.

Position Category	Number of Positions Analyzed	Difference Between Average Minimum Salaries		Difference Between Average Maximum Salaries	
		\$	%	\$	%
Food Services	3	(\$0.61)	94.7%	(\$0.12)	99.2%
Maintenance	3	(\$2.13)	96.9%	(\$0.06)	99.7%
MIS	4	(\$4.74)	73.1%	(\$5.22)	77.1%
Operations	4	\$0.86	108.1%	\$0.42	102.7%
Personnel	1	\$0.00	100.0%	\$0.34	101.7%
Transportation	8	(\$0.41)	96.9%	(\$0.45)	97.4%
Fiscal	3	\$0.38	102.8%	(\$1.13)	94.4%
Health	1	(\$2.24)	82.5%	(\$2.98)	82.9%
Library/Media	1	(\$4.33)	70.9%	(\$3.51)	80.5%
Management	1	(\$18.15)	53.6%	(\$10.43)	73.4%
Security	1	(\$3.76)	81.6%	(\$2.25)	91.0%
Instructional	6	\$0.11	101.0%	\$1.66	113.0%
Secretarial	11	(\$0.02)	99.9%	(\$0.45)	97.5%
Student Service	4	(\$0.51)	96.3%	(\$0.50)	97.3%

Next step..

- Evaluated every job class code and employee individually.
- Increased pay grades for specific job classes to make these positions more competitive with peer districts.
- Calculated the cost to move employees to the desired pay grades on the new salary schedule with an increased year of experience for 2020-2021.
- Calculated the total cost to move employees who didn't change pay grades but will gain a year of experience for 2020-2021.

Results

This table reflects the movement of specific job classes within a position category to a pay grade on the new, expanded salary schedule that will make the positions more competitive.

The cost to move all classified employees up a year of experience along with changing some job class code pay grades would be approximately \$649,000, as we have structured it at this point. This includes 532 employees as of the moment it was calculated, but does not include the Professional Licensure salaried positions. Notice the change from the previous table on slide 4. The Management and Security categories are still showing red because these areas did not align well with our peer district's job descriptions. There was only one comparison district with a similar job class code (McCracken County).

Position Category	Number of Positions Analyzed	Difference Between Average Minimum Salaries		Difference Between Average Maximum Salaries		Min/Max Difference Compared to Peer Districts
		\$	%	\$	%	
Food Services	3	\$0.08	100.7%	\$0.82	105.4%	120.7%
Maintenance	3	(\$0.53)	97.0%	\$2.07	109.9%	173.6%
MIS	4	\$0.10	100.6%	\$0.13	100.6%	100.6%
Operations	4	\$1.79	116.7%	\$1.64	110.6%	96.8%
Personnel	1	\$0.00	100.0%	\$0.34	101.7%	106.8%
Transportation	8	\$0.18	101.3%	\$0.08	100.4%	97.9%
Fiscal	3	\$1.26	109.3%	\$0.07	100.3%	82.0%
Health	1	\$0.58	105.5%	\$0.56	103.8%	99.5%
Management	1	(\$18.15)	53.6%	(\$10.43)	73.4%	N/A
Security	1	(\$3.76)	81.6%	(\$2.25)	91.0%	132.7%
Instructional	6	\$0.18	101.8%	\$1.06	108.3%	137.6%
Secretarial	11	\$0.40	103.2%	\$0.13	100.7%	94.7%
Student Services	4	\$1.05	112.1%	\$0.94	107.6%	97.1%

EXAMPLE OF IMPACT

- Current

Operations				
Entity	Position	Minimum	Maximum	Min-Max Difference
Henderson	Custodial Supervisor (7605)	\$12.78	\$16.52	\$3.74
Henderson	Lead Custodian (7606)	\$11.94	\$15.39	\$3.45
Henderson	Custodian (7609)	\$10.00	\$12.90	\$2.91
Henderson	Category Average	\$11.57	\$14.94	\$3.37
Peer Avg	Custodial Supervisor (7605)	\$10.65	\$15.83	\$5.18
Peer Avg	Lead Custodian (7606)	\$10.63	\$15.47	\$4.84
Peer Avg	Custodian (7609)	\$10.88	\$14.97	\$4.09
Peer Avg	Category Average	\$10.72	\$15.42	\$4.70
	Difference Between Average Salaries (%)	108.0%	96.8%	71.6%

- After Salary schedule and paygrade changes

Operations				
Entity	Position	Minimum	Maximum	Min-Max Difference
Henderson	Custodial Supervisor (7605)	\$12.96	\$17.70	\$4.74
Henderson	Custodial Supervisor (7605)	\$13.09	\$17.83	\$4.74
Henderson	Custodial Supervisor (7605)	\$13.37	\$18.16	\$4.79
Henderson	Lead Custodian (7606)	\$11.94	\$16.32	\$4.38
Henderson	Custodian (7609)	\$11.17	\$15.29	\$4.12
Henderson	Category Average	\$12.51	\$17.06	\$4.55
Peer Avg	Custodial Supervisor (7605)	\$10.65	\$15.83	\$5.18
Peer Avg	Lead Custodian (7606)	\$10.63	\$15.47	\$4.84
Peer Avg	Custodian (7609)	\$10.88	\$14.97	\$4.09
Peer Avg	Category Average	\$10.72	\$15.42	\$4.70
	Difference Between Average Salaries (%)	116.7%	110.6%	96.8%

Questions?

