

COAL Staff Compensation Matrix

Staff merit raises are determined by the college's staff [compensation matrix](#), and two pieces of information determine each individual's position in the matrix: one's [equity quartile](#) and one's **performance category**. A staff advisory committee with representatives from each of the academic departments and the Dean's Office reviewed the range of individual merit evaluation scores and made recommendations to the Dean about setting cutoff points for performance categories. There were no performance ratings in the college lower than 3.

To read the matrix, find the intersection of your performance category (column) with your equity quartile (row). For example, a performance rating of 4.3 and an equity quartile of 2 would result in a 3.24% raise.

Equity Quartiles	Performance Categories				
	5-4.9 N=10	4.89- 4.76 N=9	4.74-4.5 N=6	4.49-4 N=7	3.99-3 N=2
Q4 N=3	4.25% N=0	3.66% N=1	3.25% N=1	2.90% N=1	2.58% N=0
Q3 N=8	4.50% N=3	3.87% N=2	3.44% N=1	3.07% N=1	2.73% N=1
Q2 N=8	4.75% N=5	4.09% N=0	3.64% N=2	3.24% N=1	2.88% N=0
Q1 N=15	5.00% N=2	4.30% N=6	3.83% N=2	3.41% N=4	3.03% N=1

Note:

1. The raise pool was 4%. The college's distribution of percentage increases across cells of the matrix was based upon recommendations from the staff advisory committee.
2. For staff whose FY08 salary was below the salary range minimum (i.e., "green-circled"), the merit increase was applied to the existing salary. If the new salary was still below the minimum, the total raise was increased to raise the salary to the salary range minimum. This procedure was standard across the university.