

WVURC COMPENSATION PROGRAM FAQs

WVURC's FY2019 compensation program is designed to continue to move employee pay closer to market rates while also recognizing and rewarding high performance.

Through the program, eligible employees will receive a 2% pay increase (or a \$702 minimum increase if it is greater than the 2% amount). Eligible employees also may qualify for an additional discretionary merit pay increase.

Q. What are the eligibility requirements for the WVURC's FY2019 compensation program?

A. Eligible employees must be benefits-eligible and have been an active WVURC employee prior to July 1, 2018. Additionally, employees need to have an overall rating higher than "Development Needed" in their most recent performance review to be eligible for the FY2019 program. Further, employees must not be on active discipline (i.e., have a written warning or higher) to qualify for the program.

Q. Will I be eligible if I am in a grant-funded or partially grant-funded position?

A. Employees who are in grant-funded positions or split-funded positions (i.e., positions funded by a combination of grant and facilities and administrative (F&A) funds) will be eligible for the increase at the discretion of the principle investigator of the grant from which they are paid.

Q. When will pay increases from the FY2019 compensation program become effective?

A. Any salary increases as part of the FY2019 compensation program will become effective Sept. 30, 2018, and will be reflected on an employee's paycheck on Oct. 26, 2018.

Q. I've heard a lot about "compensation ratio." What does this mean?

A. A compensation ratio (compa-ratio) is a comparison of an employee's pay versus similar positions within comparable organizations. An employee's compa-ratio is determined by dividing his/her salary by the market rate or applicable range midpoint.

EXAMPLE:

Base Salary	Market Rate/ Range Midpoint	Compa-Ratio
\$25,000	\$30,000	83.33%

$$\$25,000 \div 30,000 = 83.33\%$$

Market competitive range for salary generally is defined as 90% – 110% of market. Further, a compa-ratio below 90% is identified as below market competitive pay. However, it should be noted there may be legitimate reasons (e.g., experience and performance) why some employees may be paid below 90% of market.

Q. Whom should I contact with questions about the FY2019 compensation program?

A. Employees should meet with their supervisors in September to discuss their final pay decisions. Employees may contact the Compensation team at 304-293-5700 ext. 6 or ClassComp-HR@mail.wvu.edu with general questions about the FY2019 compensation program.