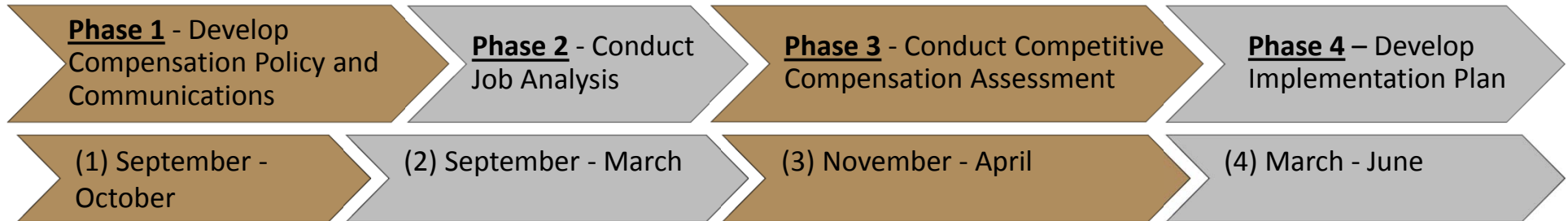


Classification and Compensation Study Timeline



September

- (1) Sibson Consulting Onsite Meetings
- (1) Draft Compensation Philosophy
- (2) Develop Position Description Questionnaire (PDQ) and Training

October

- (2) Launch PDQ for Completion by Employees

November

- (2) Group (classify) Job Families

December

- (3) Market Price Benchmarked Jobs

January / February

- (3) Build Market-Referenced Salary Structure

March

- (2) Develop Job Descriptions from PDQ's
- (2) Manager Review of Job Descriptions
- (3) Match All Jobs
- (3) Review Program Design with Leadership
- (4) Develop Policies and Procedures

April / May

- (4) Roll out Draft of Class Structure and Positions
- (4) Appeal Process
- (4) Finalize Class and Salary Structures
- (4) Develop Implementation Plan; Communications

June

- (4) Implement with July 1 Effective Date

University of Idaho