



HARTNELLCOLLEGE

Office of Vice President, Human Resources and EEO
Hartnell College Classification and Compensation Study 2022/2023
Timeline for Unrepresented Classifications

| Activity | Date to Complete/Deadline |
|--|---------------------------|
| College-wide communication regarding classification/compensation (Class/Comp) study conducted by Reward Strategy Group (RSG). | August 26 |
| Timeline posted on HR webpage. | August 26 |
| RSG and HR select benchmark classes. | August 29 |
| RSG receives updated information on the benchmark classes' job content, required knowledge, skills and abilities (KSAs), level of accountability, and organization client reporting structure and functions. | September 7 – 21 |
| RSG conducts salary survey of unrepresented benchmarks. | Sept 22 – Oct 10 |
| RSG documents survey results; develop recommended salary range assignments for benchmarks. | October 11–21 |
| RSG receive updated information on the job content, KSAs, etc. for the <i>non</i> -benchmark classes. | By October 21 |
| RSG develops salary range recommendations for the non-benchmarks. | Oct 24 – Nov 11 |
| RSG documents report and forwards to HR. | By November 21 |
| HR reviews with Cabinet; develop recommended implantation plan. | By November 29 |
| Proposed implementation plan presented to Board | December 13 |