

To: Montgomery College Employees

From: Krista Leitch Walker, Vice President/Chief Human Resources Officer

Subject: **FY21 Compensation Market Study – Update and Announcement**

Date: May 5, 2021

On March 4th the Office of Human Resources and Strategic Talent Management (HRSTM) announced the commencement of a market study of the College’s compensation system. The purpose of this memorandum is to provide an update on the progress of this initiative and to announce the compensation market study information briefing.

The HRSTM classification and compensation team, in coordination with Segal (our consulting partner), has made significant progress over the past few months. Project overviews were presented to governance councils, collective bargaining groups, and others. Meetings with employee advisory committees have yielded valuable information and guidance. The [Market Study web page](#) has been updated with additional information and resources including the list of benchmark jobs, timeline and FAQs.

Compensation Market Study Information Briefing

An important element of this study is communication, outreach, and providing employee learning opportunities. If you are interested in learning about the strategy of MC’s compensation structure and the market study methodology, the HRSTM classification and compensation team invites the College community to attend a virtual information briefing. Topics will include:

- Total rewards compensation model
- Market study methodology
- Support and resources

The live compensation market study information briefings are scheduled for May 20th and May 24th. [Register via MC Learns](#). The information briefing will be recorded and the link will be posted MC Learns for viewing at your convenience.

We remain on track to meet our goal to present staff, department chair, and administrator recommendations by the end of June 2021 and initial recommendations for faculty by December 2021. If you have questions, please email the [classification and compensation team](#). Thank you for supporting this important initiative.