Each role will be reviewed and placed into a grade, 1 through 13 based on market benchmarking and internal review. This sets the range (minimum/maximum) for a role.

1ST STEP: ROLE

New pay grades represent market ranges for all staff positions at Middlebury.

We are also investing more in starting wages for grades 1, 2 and 3.

FAIR & COMPETITIVE WAGES

The skill matrix is a tool to place individuals into the range based on career progression.

Will focus on individual level of ownership and impact.

2ND STEP: INDIVIDUAL

Next month we’ll share more about Step 3: Discretion and pathways to grow year over year.

Processes have started with HR and leaders for Step 1. All changes go into effect July 1.

APPROACHING JULY 1