



PayScale Analytics Report



Employee Pay to Market Pay

Grouped by EE Department and Job Code

Active Workforce

PayScale Analytics Report

Employee Pay to Market Pay

This report shows whether your pay practices align with target market averages. Typically organizations aim to pay their employees close to the Market Pay at their Target Percentage. [Compensation Strategy Manager](#).

Summary

On average, employees are paid **2% less** than your market target.

0.98

Average Market-Ratio

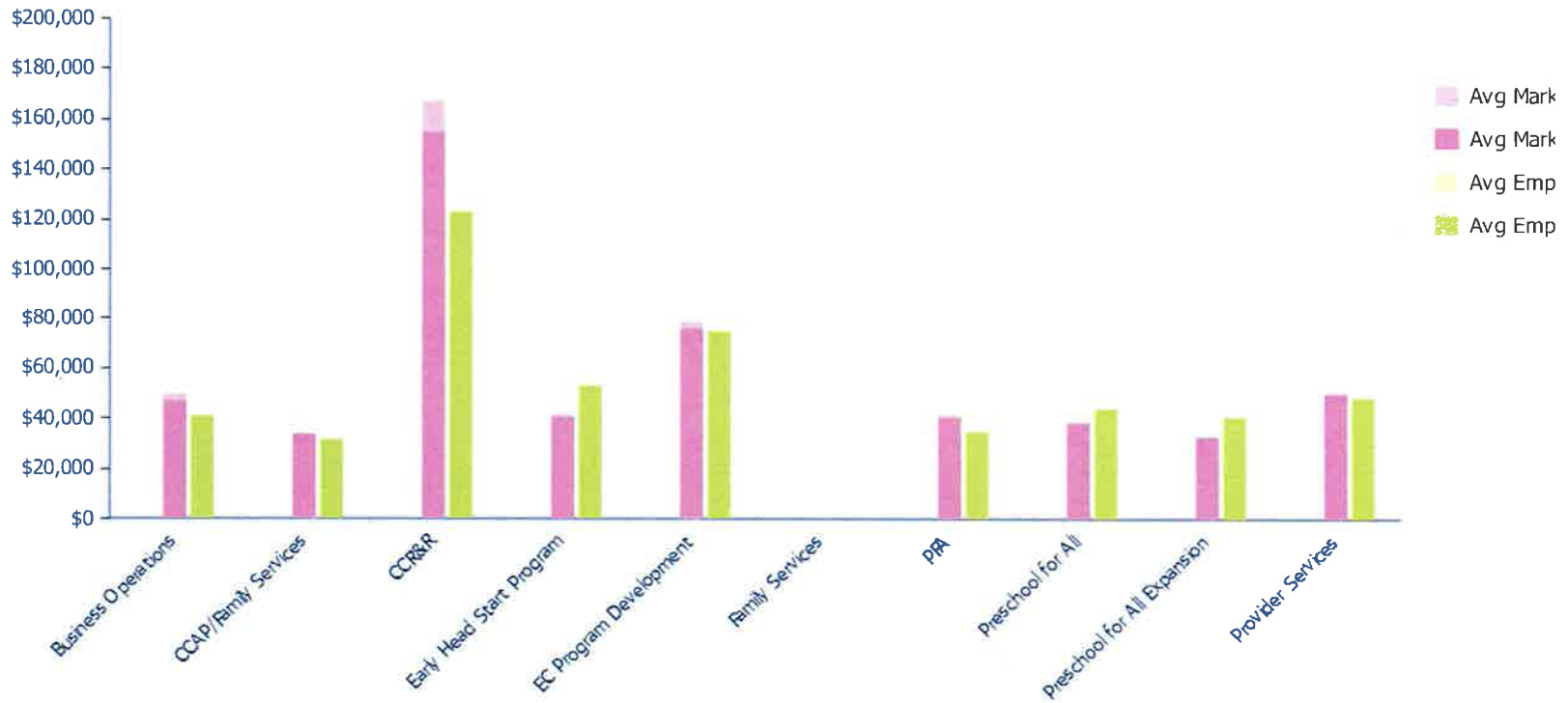
\$3,512

Total Underpayment

\$33,575

Total Overpayment

Employee Pay to Market Pay



PayScale Analytics Report

Employee Pay to Market Pay

This report shows whether your pay practices align with target market averages. Typically organizations aim to pay their employees close to the Market Pay at their Target Percentile. [Compensation Strategy Manager](#).

EE Department	Job Code	# EEs	# Job Codes	Median EE Base Pay	Average EE Base Pay	Average Market Base Pay @ Target	Average Target Market Percentile	Average EE Base Market-Ratio @ Target	EE Base Market-Ratio Distribution	Total Base	Base Underpayment (Below Market Minimum)	Base Overpayment (Above Market Maximum)
Business Operations	Administrative Assistant - Business Operations Specialist	1	1	\$27,040	\$27,040	\$30,251	50th	0.89		\$27,040		
Business Operations	Business Operations Assistant Manager - Business Operations Assistant Manager	1	1	\$40,000	\$40,000	\$37,641	50th	1.06		\$40,000		
Business Operations	Business Operations Specialist - Business Operations Specialist	1	1	\$35,006	\$35,006	\$35,310	50th	0.99		\$35,006		
Business Operations	Business/HR Coordinator - Business/HR Coordinator	1	1	\$44,250	\$44,250	\$47,235	50th	0.94		\$44,250		
Business Operations	Director of Operations - Director of Operations	1	1	\$77,000	\$77,000	\$98,657	50th	0.78		\$77,000	\$1,926	
Business Operations	Fiscal Specialist - Fiscal Specialist	2	1	\$32,552	\$32,552	\$39,077	50th	0.83		\$65,104	\$1,164	
CCAP/Family Services	Assistance Specialist - Assistance Specialist	12	1	\$29,089	\$29,855	\$32,360	50th	0.92		\$358,259		
CCAP/Family Services	Assistance Support Specialist - Assistance Support Specialist	3	1	\$20,800	\$21,140	\$23,862	50th	0.89		\$63,419		
CCAP/Family Services	Director of Family Services - Director of Family Services	2	1	\$65,232	\$65,232	\$55,263	50th	1.18		\$130,465		\$7,149
CCAP/Family Services	License Exempt Monitor - License Exempt Monitor	2	1	\$23,005	\$23,005	\$27,793	50th	0.83		\$46,010		
CCAP/Family Services	Manager of Family Services - Manager of Family Services	1	1	\$38,131	\$38,131	\$42,812	50th	0.89		\$38,131		
CCR&R	Executive Director - Executive Director	1	1	\$123,243	\$123,243	\$154,583	50th	0.80		\$123,243	\$423.44	
Early Head Start Program	Education Manager - Education Manager	1	1	\$50,500	\$50,500	\$49,528	50th	1.02		\$50,500		
Early Head Start Program	EHS Director - EHS Director	1	1	\$70,650	\$70,650	\$44,701	50th	1.58		\$70,650		\$17,009
Early Head Start Program	ERSEA Data Base Manager - ERSEA Data Base Manager	0 (of 1)	0									
Early Head Start Program	Family Support Specialist - Family Support Specialist	1	1	\$38,397	\$38,397	\$26,878	50th	1.43		\$38,397		\$6,143
EC Program Development	Director of Early Childhood Program Development - Director of Early Childhood Program Development	1	1	\$75,000	\$75,000	\$75,841	50th	0.99		\$75,000		

PayScale Analytics Report

Employee Pay to Market Pay

EE Department	Job Code	# EEs	# Job Codes	Median EE Base Pay	Average EE Base Pay	Average Market Base Pay @ Target	Average Target Market Percentile	Average EE Base Market-Ratio @ Target	EE Base Market-Ratio Distribution	Total Base	Base Underpayment (Below Market Minimum)	Base Overpayment (Above Market Maximum)
Family Services	LEM Supervisor - LE Monitoring Supervisor	0 (of 1)	0									
PFA	PFA Parent Educator - PFA Parent Educator	1	1	\$35,006	\$35,006	\$40,214	50th	0.87		\$35,006		
Preschool for All	Director - Director	1	1	\$55,000	\$55,000	\$48,635	50th	1.13		\$55,000		
Preschool for All	Teacher - Preschool Teacher	2	1	\$38,500	\$38,500	\$32,707	50th	1.18		\$77,000		\$752
Preschool for All Expansion	Teacher - Preschool Teacher	1	1	\$41,000	\$41,000	\$32,707	50th	1.25		\$41,000		\$1,752
Provider Services	Data Specialist - Data Specialist	1	1	\$38,501	\$38,501	\$45,469	50th	0.85		\$38,501		
Provider Services	Director of Provider Services - Director of Provider Services	1	1	\$77,115	\$77,115	\$81,063	50th	0.95		\$77,115		
Provider Services	Infant Toddler Specialist - Infant Toddler Specialist	1	1	\$44,138	\$44,138	\$36,139	50th	1.22		\$44,138		\$771
Provider Services	Quality Specialist - Quality Specialist	1	1	\$35,006	\$35,006	\$36,449	50th	0.96		\$35,006		
TOTALS	TOTALS	41 (of 43)	23	\$35,006	\$41,103	\$42,285	50th	0.98		\$1,685,240	\$3,513	\$33,576

PayScale Analytics Report

Employee Pay to Market Pay

Excluded Employees: Any employee that does not have sufficient data to be included in the report will be excluded. The employee count will represent only the employees in matching any row will be included in parentheses if any employees were excluded for that row. For example the row would show "9 (of 11)": employees if two employees were

Each employee must have the following to be included in this report:

- **Base Pay** - either hourly rate or annual salary
- **Job Code** - The employee must be associated with both an Labor Market (office location) and a Job Code. This associates them with the market data for that job.
- **Associated Benchmark Report** - You must have produced a successful report for the Job Description in their Labor Market.
- **Market Data at the Range's Target Market Percentile** - Each Range has a Target Market Percentile that can be controlled by the Compensation Strategy Manager. If you have used the Range Helper, you may have overridden the target to a different value. If you have been able to create a successful market report for your market data will be available for the 50th percentile. In most cases market data is also available for all whole number percentiles between the 10th and the 90th however in 75th are available.

Report Columns

Group by Column: The first column (or columns if you have selected multiple groupings) shows the value of the grouped by property for the corresponding row.

Employees: The number of employee records included in this row of the report. If employees have been excluded from the row, the number included is shown with the total

Job Codes: The number of unique Job Codes the employees included in the row belong to.

Average Market Pay at Target: The average market value at the Target Market Percentile for their Job Description in their Labor Market.

Average Target Market Percentile: The average of each employee's Target Market Percentile for their Job Description in their Labor Market. The Target Market Percentile is controlled by the Compensation Strategy Manager or directly in Range and Strategy.

Average EE Base Market-Ratio at Target: The average ratio between the employees pay and the market value at the Target Market Percentile for their Job Description in their Labor Market. A ratio of 1.00 for an employee whose Job Description in their Labor Market's target is the 50th means that the employee is being paid exactly that the employee is being paid 10% less than the 50th and a ratio of 1.10 means that they are being paid 10% more.

EE Base Market Ratio Distribution: Represents the distribution of employee pay and associated Market-Ratio values. Employees that have a Market-Ratio less than .8 are considered to be paid below Market Minimum (green bar). Employees that have a Market-Ratio greater than 1.2 are considered to be paid above Market Maximum (orange bar). Employees that have a Market-Ratio close to 1.0 are considered to be paid at Market (grey bar).

Underpayment (Below Market Minimum): The portion of total base attributed to employee pay with a Market-Ratio less than .8.

Overpayment (Above Market Maximum): The portion of total base attributed to employee pay with a Market-Ratio greater than 1.2.