

## **HR's 'Class and Comp' Unit to Handle Salary Reviews and Analysis**

(March 28) Human Resources' Classification and Compensation Unit has been expanded to include review and analysis of salaries for newly hired employees and employee promotions. Prior to March 1, these functions were handled by HR's Employment Unit.

Placing all salary reviews in the same unit will provide the agency with better consistency and uniformed service, according to Ray Inge, executive officer, Human Resources.

### **Unit also conducts job surveys**

In addition to its new duties, the Classification and Compensation Unit also is responsible for conducting annual benchmark surveys that compare MTA positions and salaries with those at peer transit and government agencies.

Such surveys help ensure that the MTA offers salaries that are competitive with the industry in recruiting and retaining employees.

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